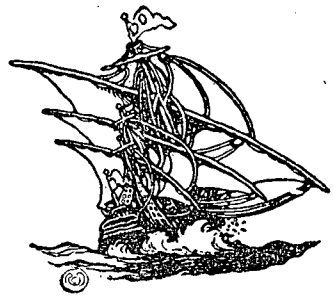
THE SURVEY
MIDMONTHLY
JULY 15, 1928



On the Health Bandwagon
By Geddes Smith

What Do We Want to Know
By W. Carson Ryan, Jr.

Changing Social Research
By Neva R. Deardorff

Better Nurses
The Village Doctor
Shall Social Workers Punish?
Graham Taylor Hall
Static Funds

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THE SURVEY

Midmonthly Number

Vol. LX, No. 8 July 15, 1928

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All issues of The Survey are indexed in the Readers' Guide to Periodical Literature, to be found in most public and college libraries.

The Gist of It

THE early contention of social workers that health is just as contagious as disease once you give the germs of it a fair chance in a favorable soil, seems to be borne out by experience. Communities like Fargo, North Dakota, where the whole slant of the schools as well as the health agencies is toward health, have an atmosphere as different as can be from the average *laissez-faire* community. Fresh air seems to be as important to the children as their games. And when youngsters set up a boycott of a between-meals candy store—well that's a part of the story of Fargo, engagingly told by GEDDES SMITH, sometime an associate editor of The Survey, now director of publications of the Child Health Demonstration Committee of the Commonwealth Fund, which conducts the Fargo health orchestra. Page 419.

AT their third annual conference, the members of the American Adult Education Association quite clearly graduated from the evangelical period common to the youth of all national associations, and got down to practical measures. W. CARSON RYAN, JR., who reports the conference, is professor of education at Swarthmore College, Pennsylvania. Page 421.

SOCIAL settlements must change with their neighborhoods, move, occasionally go out of business altogether, as some "downtown" churches have done. But a college, and particularly a great university, may, relatively speaking, go on forever. It is therefore a matter of hearty congratulation that some of the widely varied activities established at Chicago Commons should be carried on in the sturdy brick and stone of the recently dedicated Graham Taylor Hall of Chicago Theological Seminary. Page 423.

TO a layman, one outstanding difference between national and international conferences is that the former publish proceedings six months after the event while the latter print the papers in advance. The International Conference of Social Work, meeting at Paris, July 8-13, has sent out—and American members have already received—a considerable bundle of the papers before their delivery. One of these, Social Research as Applied to Community Progress, by PAUL U. KELLOGG, editor of The Survey, and NEVA R. DEARDORFF, director of the Research Bureau of the Welfare Council of New York City and president of the American Association of Social Workers, is shared with Survey readers. The second of three instalments, under the title of Running Knowledge, by Miss Deardorff, appears in this issue. Page 424.

BURR BLACKBURN is executive secretary of the Georgia State Council of Social Agencies. Page 430.

HOW Cleveland social agencies meet the high cost of living is reported by RAYMOND CLAPP, director of the Welfare Federation of that city. Page 431.

EDMUND N. HUYCK speaks for the village doctor from one who has known his ministrations in the past and his problems in the present. Mr. Huyck is president of the board of directors of Albany Medical College, which is seeking a two-million-dollar endowment to put into effect the five-point program for rural medical service outlined on page 433.

EDWIN R. Embree, president of the Julius Rosenwald Fund and formerly director of the division of studies of the Rockefeller Foundation, writes of the problems of nursing education raised by the first published progress report of the Committee on the Grading of Nursing Schools. Page 434.

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THE SURVEY
MIDMONTHLY

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Volume LX
No. 8

On the Health Bandwagon

By GEDDES SMITH

Drawings by Helen B. Phelps

"SAY, Miss Jones, we're educating Ma."

It was a tow-headed boy in a Fargo schoolroom who burst out to this effect after wiggling his hand violently in the air.

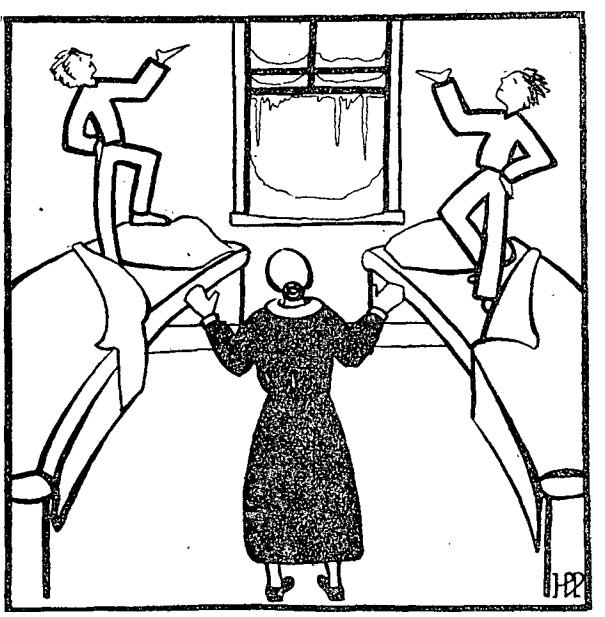
"Yes, Olaf? How are you educating your mother?"

"We're educating her to let us have our windows open at night. She always leaves 'em shut tight, but after she's put us to bed we get up and open one of them, 'n' then in the morning before she comes in we put it down."

"That's a good way to sleep. But I don't see how your mother is going to be 'educated' if she doesn't know anything about it." Miss Jones was interested in new methods.

"Oh, after we've slept through it a few nights and don't have any colds or anything we'll tell her and then she'll know it's all right."

Olaf and his brother were conducting a demonstration in personal hygiene. Except that the public-health demonstration is an object lesson given to towns that ask for it with their eyes open, instead of being staged behind the public back, the whole process that has been going on in Fargo for the last five years is a large-scale reproduction of Olaf's plan. A health demonstration is essentially a piece of public salesmanship in which the demonstrator shows the customer how the thing works before asking him to put up any money.



"We're educating Ma!"

Object lessons like this have become a favorite device with health workers. The National Tuberculosis Association, with Metropolitan Life Insurance money, started the ball rolling in Framingham, Massachusetts, in 1916. The American Red Cross followed suit, and recently the Commonwealth Fund has been making it possible for child-health workers to use the same method in four widely separated American neighborhoods.

Fargo, North Dakota, was the first of the four. In 1923, the Commercial Club in that city—the gateway to North Dakota and a trading center for the northern prairies—invited the child-health specialists to "demonstrate" a health program. Even before the demonstration was over, Fargo said, "We'll take it." Fargo has seen its babies and school children grow up with brighter color in their cheeks, with firmer flesh on their bones, and with more zest for their work and play. Health work of the most modern sort, the city fathers have concluded, is worth buying. And now, if any other up-and-coming small city which values its children wants to know what more it can do for them, health workers can point to this prairie metropolis of twenty-seven thousand and, after sketching the specifications of a good, 1928 model, health program, they can clinch the offer by saying, like the automobile salesman, "Ask the town that owns one."

This particular analogy might

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The children shun a candy shop that seeks between-meal trade

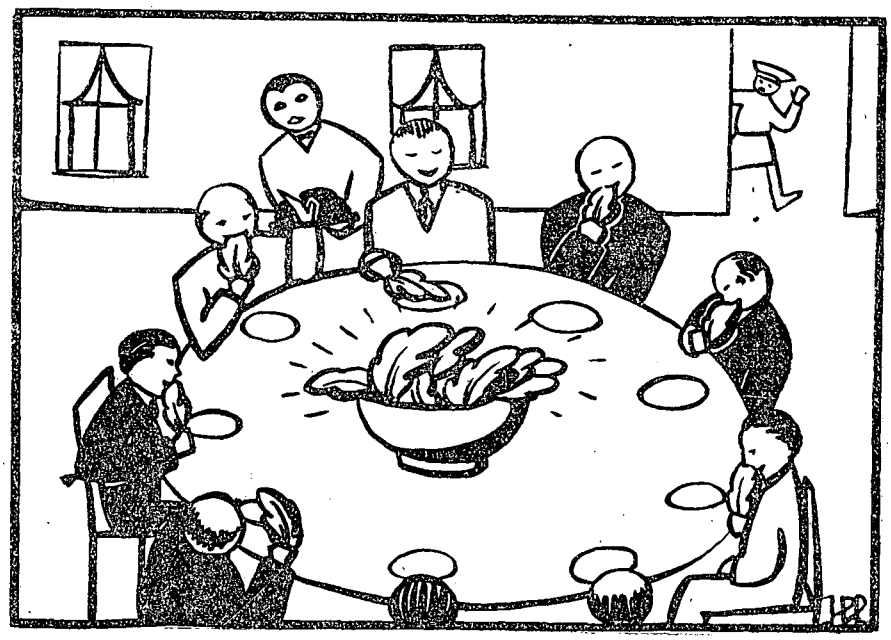
be pushed a bit further. A public-health program that meets the requirements of the modern market must have plenty of power and a streamline body. It must hang together, and go somewhere. Back in the seventies and eighties, a health officer thought he was doing his duty if he watched for smallpox and "fever" and kept dirt and bad smells down to a minimum. As the bacteriologists and the doctors kept discovering new germs, and traced the source of communicable disease away from "sewer gas" and garbage to the fragments of life that we now call familiarly by their given names—the bacilli and the "cocci" and the bacteria generally—the job of the health officer became more and more complicated. The average small city has hardly known where to begin and how far to go. There was no lack of apparatus for combating disease, but it didn't hang together.

It would be brash to assert that child-health is more important than any other phase of health work. But when you have your health machine all nicely assembled you have to have something to make it go, and there isn't a better motive power to be had than John Smith's love of his young hopeful. If you can build a health program around work for mothers, babies, and freckled schoolboys and long-legged schoolgirls—not forgetting good water and milk and quarantine and vaccination and vital statistics and tuberculosis and all the rest—you have almost a self-starting bandwagon. And if you can throw emphasis on building health instead of fighting germs, you have the added psychological advantage that your town is going somewhere instead of just dodging the undertaker.

Fargo is going somewhere. Not with slogans, or contests, or drives, or any other form of community bally-hoo. Just by keeping trained workers on the job all the time to see that every baby and growing child has as good a chance for robust health as forethought and watchfulness and intelligent care can give them. And among the trained workers are to be reckoned the mothers and fathers and school-teachers who have ample opportunity to catch health ideas from the doctors and nurses.

Every Wednesday and Friday afternoon in Fargo you will find a string of young mothers at the health-department offices, each with a baby in arms or a youngster by the hand. They have come to have the boy or girl weighed, measured and carefully examined by the health officer who is, of course, a licensed physician. Other young mothers are taking their children to their family physicians for the same service, for it has become fashionable in Fargo to go to the doctor (particularly when you are very young) to keep you well instead of waiting till you are sick. Sick babies, naturally, are referred to the family doctor, for the health department gives no medical treatment, and there isn't a shadow of "state medicine" about this procedure. But well babies and children have the benefit of expert advice as to when the orange juice should begin, and how soon it is safe to give sun-baths, and the importance of protection against diphtheria, and a host of other matters that mean peace of mind for the mother and strong bones and flesh for the infant.

And when school begins, health is just as much a part of the daily round of fascinating new experiences as the pledge to the flag and the pictures on the blackboard and the first reader. The very first thing in the morning, after the salute is over and the stiff little bodies have settled down comfortably into their chairs again, comes a very important event: marking the daily health record. Every child has his own—a sheet of paper ruled one way for all the school-days in the month and ruled the other for all the vital health deeds of the day. In its proper square each child puts a straight stroke if he has kept the health rule, a goose-egg if he has broken it. "Rise at 8. Wash. Clean teeth. Drink glass of water. Milk for breakfast—no tea or coffee. Cereal for breakfast. Fruit for breakfast. Clean handkerchief. Milk at school in forenoon. Rest for lunch. Wash for lunch"—and so it goes through the day, (*Continued on page* 443)



Even the Rotary Club in Fargo eats what's good for it

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What Do We Want to Know?

The Third Annual Conference of the American Association for Adult Education

By W. CARSON RYAN, Jr.

WIDELY divergent views of what constitutes adult education and the methods that should be employed in it, characterized the third annual conference of the American Association for Adult Education, held at Swarthmore College, Swarthmore, Pennsylvania, May 14 to 16. Eagerness to help, coupled with unwillingness to "dictate or superimpose the content and forms of adult education which might be adopted in various sections of the country," was the note struck by Morse A. Cartwright, executive director, in his report at the opening session.

"It must be remembered," said Mr. Cartwright, "that the association is faced with the task of maintaining an organization as the center of many diverging and at times conflicting views, not only upon educational questions, but upon economic, political, religious and even moral questions as well." Something of the variety of interests in adult education was suggested by Mr. Cartwright's statement in the same report that the association had been in contact on adult-education matters during the year past with some four hundred different organizations, each of more than local scope.

Research in Adult Education

THE Monday afternoon meeting, presided over by Professor Robert J. Leonard of Teachers' College, Columbia University, was devoted to "research and experimental projects in adult education." Professor Leonard, who is chairman of the association's committee on researches and students, described the researches now under way or completed—the Michigan studies of rural life, the study of prison education, Professor Gray's investigation into the reading habits of adults, the study of the methods of correspondence instruction, and Dr. Thorndike's basic inquiry into the question, Can Adults Learn? Future researches would deal mainly with three problems, he thought—the adult, his nature and his needs; materials and methods in adult education; and organization and administration. It had already been shown, he felt, that whatever difficulties there were in adult education were not due primarily to lack of time, lack of money, or lack of opportunity, but rather to lack of interest, possibly due to the methods in the secondary schools whereby, in some instances at least, "the more in school the less the appetite" for learning.

Why motion pictures should long since have become the tremendous factor they have in entertainment and even in research, without as yet having made any appreciable impression upon teaching, was the question Dr. Thomas E. Finegan attempted to answer in reporting the results of a study made by the Eastman Company. Failure to use motion pictures actively in education in the past had been due mainly to three things—that the right type of picture had not been produced; the cost of preparing and exhibiting films had been prohibitive; and a teaching technique to go with the pictures had not been devised. The first two difficulties have now been taken care of, he asserted, and the results of the Eastman study, soon to be published, showed that teaching techniques could be worked out in which the motion picture would be used more effectively than any other agency in education.

Philip N. Youtz, of the People's Institute, New York City, aroused some discussion by his comment upon certain types of discussion in adult classes, while Professor Gray, in reporting the results of his study into the reading habits of adults, showed that many Americans lose their power to read from lack of practice, precisely as adults who have learned a foreign language in school soon lose their control of it when they have ceased to use it for a while.

"Tendencies in higher education as related to adult education," was the theme of the Monday evening meeting, the chief speakers being Dr. Charles R. Mann, of the American Council of Education, and President William A. Neilson, of Smith College. Personal skill of the individual was the element that Dr. Mann thought was losing out under present conditions. He cited the difficulties under which adult education is working. As contrasted with the few hundred courses and comparatively few thousands or millions enrolled in extension courses or correspondence instruction, the movies had twenty million adults, the radio thirty million and newspapers fifty million. He reminded the conference that of those enrolled in college and university extension, 60 per cent are teachers and 20 per cent college students. "Personal skill has been removed from the schools and driven from the workshops, taking refuge in the playing fields, in sports and games," yet development of personal skill was an essential feature in adult education.

The Tired College Graduate

THE college had two separate concerns with adult education, President Neilson believed—with students and alumni on the one hand, and with the adults of the surrounding community on the other. Students were both a responsibility and a liability. After four years of college the t.c.g. (tired college graduate) was much like the t.b.m. (tired business man). A large part of our college graduates "lapse." "The shame of the colleges is the failure of their graduates to go on," President Neilson said. "I have watched this with gradually lowered spirits." The college-bred man in a Pullman smoking-compartment seldom differs from the non-college man except that the former's topic of

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conversation is likely to be football and the latter's baseball.

For those outside the college, President Neilson said he could list at least ten different ways in which his own institution touched to a greater or less extent adult education: (1) museums open to the public; (2) public lectures; (3) music; (4) extension courses in the Connecticut Valley; (5) workers' education in Holyoke; (6) cooperation with People's Institute and garden clubs; (7) connection with municipal theater; (8) nursery schools—parental education; (9) cooperation with such outside agencies as the League of Girls' Clubs; (10) non-collegiate students—persons in the community who follow courses.

Adult Education and Democracy

"I'M not a gentleman farmer; I'm a dirt farmer. My concern is the common people," was the way Elmer Scott, of Dallas, opened the Tuesday morning session on adult-education experiments. Both he and Gaynell Hawkins described the work of the Dallas Institute for Social Education, with its emphasis upon improvement of the community rather than meeting the needs of any one group. Miss Hawkins said the main problems in the Dallas experiment were: how to create and develop interest; how to secure proper teachers; what methods to use to "get on a level with everybody." In contrast with the deliberately informal character of much of the Dallas work was that of the Adult Education Association of Cleveland, as described by Mildred Chadsey, an example of highly organized adult schooling.

The brief experimentation session was followed by a symposium on tendencies in higher education, which turned out to be largely a discussion of the theme of higher education in relation to an intellectual aristocracy. Everett Dean Martin, who led the discussion, raised the question as to whether the American democracy might not be overdoing the education business; whether democracy wasn't continually using the methods of mass production and ironing out individuality. Chancellor S. P. Capen, of the University of Buffalo, made a plea for evening instruction, while Daniel L. Grant, of the University of North Carolina, spoke of the possibilities in alumni activities. Others who spoke were: President Parke R. Kolbe, of Brooklyn Polytechnic Institute; Professor R. J. Leonard; Dr. Charles R. Mann; Acting President John A. Miller, of Swarthmore College; and President George F. Zook, of the University of Akron.

At an unscheduled Tuesday afternoon conference, E. C. Lindeman attempted to sum up certain of the issues that had presented themselves in the conference so far. The main questions, he thought, were: (1) What shall be taught? (2) Is there a new method? (3) Who shall do the teaching—the existing teachers or a new group? (4) For what purpose is adult education? Do the objectives differ from those of all education? The one question to which the members of this association had so far been directing most of their attention was the first one. They were concerned with the problem of individual wants; with changes in the immediate past; with available resources; and with the question of how the material could be integrated with the lives of individuals.

Workers' education was the theme of the Tuesday evening session, and Spencer Miller, Jr., of the Workers' Education Bureau, presided. Hilda Smith gave a vivid and interesting account of the Bryn Mawr summer school of previous years, of other ventures in resident-workers' education that have developed, and of the women who were coming to the school at Bryn Mawr this year, some of them from foreign countries. Carrying on the question as to education and democracy that had been uppermost in the morning sessions, Israel Mufson, of the Philadelphia Labor College, paid tribute to the contributions of the labor movement to education. He instanced the charges brought against public utilities' organizations and their efforts against public ownership, to prove his point that college students were not being sufficiently informed with regard to fundamental economics in which labor is interested. John P. Frey, of the American Federation of Labor, pointed out that trade unions had been largely instrumental in securing compulsory education, and he insisted that workers wanted education.

Participation of voluntary groups in adult education was discussed from various points of view Wednesday forenoon under the leadership of George W. Coleman, director of the Ford Hall Forum, Boston. Fred A. Moore, of the Chicago Forum Council, launched into an attack upon previous speakers who, he felt, were against democracy in education; Daphne Drake, of the Child Study Association, discussed the need for parental education; E. C. Lindeman, of the New York School for Social Work claimed, from an analysis of courses offered in adult education over a period of five years, that "language and expression" subjects led in interest, surpassing even social and economic subjects. What corporations were doing in education for their employes was described by Harold Stonier, of the American Institute of Banking, and Col. Robert I. Rees, of the American Telephone and Telegraph Company.

Small Cities and Rural Areas

WHAT educational provision was being made for adults in small cities and rural areas, was the theme of the Wednesday afternoon meeting. Led by Professor Howard W. Odum, of the University of North Carolina, the following took part in the discussion: L. L. Dickerson, of the American Library Association (library service in the small community); Paul M. Pearson, vice-president of the National Community Foundation (a description of the work of the foundation); Professor John D. Willard, Michigan State College (an account of the Michigan experiment); Professor Leon J. Richardson, of the University of California (university extension in rural areas and small towns).

Following the banquet on Wednesday evening, Adult Education and the Arts formed the subject of a series of three addresses which closed the conference. Frederick P. Keppel, of the Carnegie Corporation, who presided, reminded the conference that art was a type of culture that did not depend upon the "academic" mind. Lorado Taft told of his efforts, both overseas and in American cities, to help people understand and appreciate beautiful things. C. C. Zantzinger, of the American Institute of Architects, told the association that it had a better opportunity to teach art appreciation than any other agency in the country. And Fiske Kimball, of the Philadelphia Museum of Fine Arts, gave it as his opinion that the interest in science of the last part of the nineteenth century had now passed over into an interest in art.

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Graham Taylor Hall

AT the dedication of Graham Taylor Hall on June 7, colleagues, former students and other friends of the man thus honored gave warm expression to their affection for him and their devotion to all that his leadership implies. They stressed not only his pioneer message in the social interpretation and application of the Christian faith but the fact that those who come in touch with his way of living out his beliefs straightway become themselves "doers of the word."

It is thus appropriate that the suggestion of the name for this hall, constituting one of the impressive new group of buildings of the Chicago Theological Seminary, as well as the initial contributions toward its cost, should have come from his former students. Among these none took deeper satisfaction in carrying the project through to success than the seminary's president, Dr. Ozora Davis. The seminary's new buildings adjoin those of the University of Chicago with which it is now affiliated, and Dr. Taylor pointed out the fact that it was in the same month, thirty-six years ago, that the first two sociological departments to be established in a theological school and a university were adventurously opened by these two institutions, independently of each other.

The selection by the seminary of Jane Addams as one of the principal speakers, brought especial happiness to Dr. Taylor who referred to her example as having had the deepest influence upon all his effort in Chicago. She alluded to the fact, which she had failed to find anywhere stressed, that four pioneers in the teaching of sociology—Professors William G. Sumner at Yale, Albion W. Small at Chicago, Francis G. Peabody at Harvard, and Graham Taylor—had all received a theological education; and then spoke of the way in which Dr. Taylor had made the "crucial synthesis between the church's obligation to the individual soul and the conception of society as the result of an incessant action and reaction between the individuals within the group, and of groups upon each other."

MISS ADDAMS traced the ways in which Dr. Taylor had translated his social thought into action, which in turn contributed to the progress of his thinking—his Hartford pastorate in the river wards that "held three-quarters of the city's poor and delinquent people within one-quarter of its area;" his contact with state institutions where "political patronage was placed above the interest of the patients;" his establishment of Chicago Commons as a neighborhood center in the midst of a great immigrant industrial population. She showed how all this experience has been the basis for his wider influence. The lay classes in social service which he started at the settlement grew into the Chicago School of Civics and Philanthropy, the major part of which was later absorbed into the University of Chicago as the Graduate School of Social Service Administration, while its recreational department, after some years as the Chicago School of Recreation, is now a part of Northwestern University. The small paper which he had started as an organ of Chicago Commons, and later developed into an interpreter of the social-settlement movement and its industrial and civic influence, became a partner with Charities in building the present Survey. "It is given to few of us," she said, "to see the patient beginnings of a personal undertaking caught up by other hands and carried forward during a quarter of a century into well-established and highly successful social institutions. Does not this very success, as well as this building itself, show that Dr. Taylor's social experiments, in the words of Professor James, 'were true,' because 'assimilated, validated, and verified by experience.'"

THE breadth of that experience was evident as Miss Addams continued to describe it. Dr. Taylor's "familiarity with men who were down and out was of great practical value in the establishment of the first municipal lodging-house in Chicago, of which he persuaded Raymond Robins to take charge." He had "never shirked the relation between unregulated industry and poverty;" witness his efforts for legislation to protect workers from dangerous machinery and insanitary conditions, his personal share in the investigation of the Cherry mine disaster, and "his long experience in the affairs of labor, from the Pullman strike of 1893 to the peace pact, years later, in the garment trade." In efforts for civic betterment he had served from the beginning as a member of the Municipal Voters' League, had organized the election of William E. Dever as alderman from the Chicago Commons ward and helped make him one of Chicago's best mayors, had taken a leading part in the pioneer work of the Chicago Vice Commission, and had begun more than twenty years ago his Saturday night column, which he continues to write, in the Chicago Daily News, conveying to his fellow citizens his ripe observations on various matters of civic and social import.

Those who know Dr. Taylor can guess that when it came his turn he laid all emphasis on the lives of others who had influenced his, and declared that the new hall "signalized the furtherance of a spirit as old as the birth of the Christian church—the spirit of one accord." In referring to the beginning of his seminary teaching he spoke of "the two professors whose departments reached furthest back" as having had "the vision to look furthest ahead. It was Samuel Ives Curtiss, professor of semitics and archaeology, and Hugh MacDonald Scott, professor of history, who bid for the directors' admission of this newest teaching."

And then he paid tribute "to the authors and exemplars who prompted my initiative and guided my development:" Chester D. Hartranft, William G. Sumner, Lester F. Ward, Franklin H. Giddings, Albion W. Small, Charles R. Henderson, Francis G. Peabody, John Graham Brooks and Washington Gladden. But "among all the exemplars of that social expression of spiritual ideals and motives which I tried to make my own and inspire my students to attain, none embodied it quite so fully as Jane Addams. . . . To her example is largely due the founding of Chicago Commons. . . . Throughout all these thirty-four years she has guided its development as one of its trustees, and still more helpfully as the comrade of those of us who have led it."

A portrait of Dr. Taylor was presented to the seminary by his family, for whom his daughter, Lea Demarest Taylor, expressed their appreciation of the opportunity to make the gift on such an occasion.

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Running Knowledge

What Our Social Agencies Are Finding Out about Themselves and Their Communities

By NEVA R. DEARDORFF

SINCE the beginnings of social work, when organized humanitarian duties were so obvious that most people missed them, and inspired leaders needed no special study to find them, many of the worst abuses (with the exception of war) have in large measure been cleaned up. The present job of positive enhancement of the value of life is of a different kind. It presents much more subtle and difficult problems than those with which our pioneers had to cope. We are far less sure of the action to be taken. We have fewer spectacular abuses and a declining number, we hope, of those hardships which startle public opinion and indicate immediate action. Arousing people to rise up and do something drastic is now less needed than getting them to sit down and think hard about ways to secure steady upward progress.

In response to this demand, agencies and foundations are providing permanent research services. Among these the veteran organization, the Russell Sage Foundation, heads the list. The United States Children's Bureau, the Institute for Social and Religious Research, the Bureau of Jewish Social Research, the Research Services of the Federal Council of Churches and the National Catholic Welfare Council, the Bureaus of Municipal Research, the Community Research Committee of Chicago, the Helen Trounstine Foundation of Cincinnati, the Research Bureau of the Women's Educational and Industrial Union of Boston, the demonstrations financed by the great foundations, and our own research bureau of the Welfare Council of New York, comprise only a part of the list. A recent bulletin of the American Council of Learned Societies, on Research in the Humanistic and Social Sciences, by Professor Frederic A. Ogg, catalogs them in an impressive array.

As one reviews the requests for research services which arise from the needs of social agencies, and as one sees the stream of studies which issues from these research bureaus, a rough classification of the kinds of inquiries takes form. Laying aside for present purposes the researches into individual and social psychology, most of the output would fall in one or more of seven main categories: inventories of social machinery; delineation of social problems; continuous measures of incidence; studies of techniques; working demonstrations; demographic studies; study of causation. Each of these types of inquiry, if treated adequately, would fill the pages of a fair-sized treatise, but our aim is merely to call the roll and introduce the subject.

WHILE it perhaps stretches the term "research" to include inventories, they unquestionably constitute a considerable proportion of the fact-finding now necessary to effect community progress. As the number and functions of social agencies increase, there is a more or less constant need for stock-taking if rounded and systematic service is to be assured. The type of service each agency renders, its volume, costs, source of support, and relationship to kindred agencies must be known. Current studies of this kind include the Jewish Communal Survey of Greater New York, carried on by the Bureau of Jewish Social Research, and the New York Welfare Council's inventory of non-municipal health services. The Department of Surveys and Exhibits of the Russell Sage Foundation has recently compiled a list of community inventories of this nature which shows no fewer than 132 main headings in its classification and reports of a total of 2,700 inquiries.

Delineation of Social Problems

WHEN we come across circumstances which incline us to wonder if we have not stumbled upon the existence of a social problem, we never can really know whether we should enter it in the competition for public attention until we have studied its nature and the extent of its manifestations. Still less can we set up rational plans for amelioration without accurate knowledge. Analysis of the factors entering into social problems and measurement of their incidence in terms of cases, are the most widely practiced of our social-research endeavors. Studies of child labor, of work accidents, of family budget and distribution of income, of the social aspects of tuberculosis and other diseases, of the employment of mothers of young children, of juvenile delinquency, of old-age dependency, of child dependency, of the different varieties of physical, mental and social handicaps and of child marriages, are examples which come readily to mind. Both governmental bureaus and private organizations undertake inquiries of this kind, which have come to be regarded as necessary precursors to almost any form of community action.

As the average length of life increases, for example, a proportion of those whose lives have been prolonged are added to those who are the victims of chronic illness. They become serious burdens on family budgets; they are not wanted by general hospitals expensively equipped and staffed to care for the acutely ill; they overtax the resources of the simply organized institutions to care for the aged; they tend to absorb an undue proportion of time of the visiting nurses who see opportunities thereby lost to carry forward their educational and preventive services. Meanwhile they themselves are not receiving the attention which in many cases their condition requires. Cleveland, Louisville, Cincinnati, Boston and New York have recently made or are now making inquiries on this subject.

Such studies aid in providing better care of those who need it and a wiser use of the means at hand; and beyond these, they raise new questions in community planning, give great push to measures of prevention, and serve as hough maps to indicate promising areas for detailed research.

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Continuous Measures of Incidence

CRITICS are apt to draw analogies between measurement of the incidence of disease and that of the social hardship or personal inadequacy which engage the attention of social workers and to declare that social agencies have been slow in setting up standards to gauge accurately their problems and their performance. Obviously the validity of such record-keeping depends on the one hand upon devising a system of reporting which will cover a large proportion of the cases; and on the other, upon good diagnostic work, whether medical or social. Social ills vary imperceptibly, in their individual manifestations, from the most conspicuous and troublesome to the most subtle and elusive. The definition of units to be identified and counted is an infinitely more difficult scientific puzzle than presented itself in developing statistics of sickness and death. For many of our social problems there is no social machinery corresponding to the services of an organized medical profession and authoritative health departments. It is difficult to secure even continuous sampling through social agencies because changes in administrative practice or financial resources may upset the amount of work which an agency can undertake, and undermine its knowledge of the extent of a problem.

Our American social agencies are, however, rapidly coming to the opinion that whatever the difficulties, their stewardship demands that they strive to report facts of the incidence and volume of the work. Perhaps the earliest and best known effort to measure incidence was Dr. I. M. Rubinow's Dependency Index of New York City 1914-1917. Two years ago Ralph G. Hurlin, director of the Department of Statistics of the Russell Sage Foundation, inaugurated a plan to measure the changes in the volume of work of the leading family-welfare societies throughout the country. The American Association of Community Chests and Councils has recently established a joint enterprise with the University of Chicago Social Research Laboratory to measure the volume of several different kinds of social-service work in as many communities as will cooperate. The Welfare Council of New York City and the Public Charities Association of Pennsylvania are also setting up current reporting schemes to count cases coming to the various types of agencies.

Gradually, as such work progresses, better definition of units will be worked out, more accurate counts will be made, ways will be found for determining the relationship between the work of social agencies and the need for service in the community, and gradually true and sensitive indexes will be established. These will serve not only as measurements of progress or regress, but also as a basis for short-time forecasting of community needs. They will supply rich stores of statistical data in confronting new problems. When the necessary experimental and organizing work has been done, the keeping of such indexes may become a function of local, state and national governmental agencies established to promote the various phases of community welfare. It must be clear that, with such instruments of measurement, we shall be able far better both to lay plans and to make the public understand them.

Studies of Methods of Social Treatment

STUDY in the field of methodology in care and treatment of individuals and families is still embryonic. Naturally it awaits good diagnosis which is often difficult to secure. More often it is prohibitively expensive to supply what appear to be the appropriate remedies. Moreover, as we do our work we are forced continuously to revise and modify our methods for a number of extraneous reasons. The confusion of motive which attends some of our community enterprises adds to the problem. Uncontrollable variants play in and out of the picture. Nowhere is imagination more willing to supply results and the intellect more reluctant to face the exacting task of trying to establish a clear relationship between what we do and the improvement or deterioration of personality and character of the subjects of our attention. When one sets himself not only the question as to whether a given measure has been helpful, in some degree, but also whether it has been the most helpful that could have been undertaken, our minds balk and invent a thousand excuses for delaying the job.

Neglected Methodology

CONSEQUENTLY the field of methodology is perhaps the least cultivated of all the realms of social research. Social treatment in all its varied aspects, whether through community-wide measures or through individualized forms, is not yet sufficiently articulated or consistently practiced, to give much material for research purposes. We are not, however, without some examples of efforts to find out. How Foster Children Turn Out, by Sophie Theis, published a few years ago by the State Charities Aid Association of New York, was a brave attempt to measure results of foster-home placement for children of different ages and types. Recently an attempt has been made to measure the results of treatment by the Child Guidance Clinic of New York which was maintained on an experimental basis for five years. At the last annual meeting of the American Statistical Association, Porter R. Lee presented an analysis of the method by which measurements were attempted. It is with gratification that we learn of the plans of the New York School of Social Work to inaugurate an inquiry into the method of measuring the results of social case work.

While there have been few studies to set forth precisely the relation between methods and positive results of social treatment, there are many examples of studies which have exposed the evils of poor and slipshod methods. The administration of relief, the practice of the indenture and adoption of children, and the management of institutions of different types have been studied and failures and weaknesses of many kinds demonstrated.

For the general improvement of method as distinguished from the measurement of results of method, there have been notable contributions. Mary E. Richmond's Social Diagnosis is the contribution of a great pioneer researcher into the more subtle and human aspects of life. The reports of the Committee on Dispensary Development of New York analyze problems, machinery and techniques of clinics and the outpatient services of hospitals. Methods in disaster relief, employment service, recreational work, and other forms of social work have received attention.

In searching for clues in improving health and other conditions through community action, the sequence of first intensively analyzing the situation, and then applying what have seemed to be the lessons derived, has been reversed in some of our most interesting research projects. These are working demonstrations. Prominent among them are the health demonstrations, in some cases comprehending the health of all the members of the community, and in other cases restricted to the health of children, or to the prevention or treatment of special (*Continued on page* 439)

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The Common Welfare

TO HOOVER AND SMITH—WARNING

NOW that the campaigns are in full cry, it seems too late to offer vocational guidance to candidates for president, or even to assure the American people, as employers, of those standards of mental and physical fitness in their public servants which a well-trained corporation automatically demands of the elevator boy. However, as a consolation prize for the defeated candidate, we may cite some of the occupational hazards of the office recently turned up by research of the Metropolitan Life Insurance Company.

Putting joking aside, to consider sober and not too reassuring facts, our presidents have averaged a little more than 54 years in age at inauguration: Roosevelt, at 42, was the youngest; William Henry Harrison, at 68, the eldest. On the basis of actuarial tables, such a group might have been expected to live out the scriptural three-score years and ten. Yet the actual age at death has been about 68, or rather less than would be anticipated. Moreover, if the presidents are divided into groups, those before and those after the Civil War, the apparent effect of the strains of office in the later period become strikingly evident. The fifteen chief executives in the earlier group averaged a life 1.35 years in excess of their anticipation; but the record of the fourteen since that time is by no means favorable. Twelve of those fourteen have died, on an average, nearly nine years before the time allotted them in actuarial experience. Even if the three who lost their lives through assassination, Lincoln, Garfield, and McKinley, had lived out their normal span, the record of the rest of the group would still fall far short of the life tables.

"The facts are so clear-cut," declares the report, "as to constitute at least strongly presumptive evidence that the increased wear-and-tear of the chief magistracy has shortened the lives of our latter-day presidents." Public life in general, it is added, must bear part of the responsibility, since most of the presidents have been "in politics" for a number of years before attaining the chief magistracy. This sharp contrast in the experience of later decades with that of the early years of the Republic is the more striking since it has occurred during the period when medical and sanitary science has been advancing and when there have been very considerable gains in the life expectancy of the American people in general.

ROOT AND BRANCH GIVING

FRANKLIN is the classic example. Shrewdest, most far-seeing man of his generation in America, he set aside a fund which, slowly accumulating, could not be applied to the purpose for which he devised it, because the beneficiaries of that purpose were extinct as factors in American life. In the first years of the century when the earlier of our recent great philanthropic foundations were launched, the possibility of such an outcome was fended against by making the terms of gift so elastic and broad that they could be molded as time went on. But self-perpetuating boards of trustees grow old no less than words and what they stand for, and to loosen the grip of this form of the dead hand in endowments various commentators, notably Edward T. Devine, then editor of this magazine, advocated that capital as well as income should be spent in a comparatively short term of years.

Julius Rosenwald of Chicago has become the great exemplar of this strategy in giving—putting the word to deed. For in turning over an additional two million in shares of Sears, Roebuck and Company stock, bringing the capital assets of the Julius Rosenwald Fund to a figure in excess of twenty million dollars, he specifies that it shall be expended, capital and interest alike, within twenty-five years of his death. In his letter to the trustees, Mr. Rosenwald wrote:

> When the Julius Rosenwald Fund was created and sums of money turned over, it was provided that the principal as well as the income might be spent from time to time at the discretion of the trustees and it was my expectation from the beginning that the entire principal should be spent within a reasonable period of time. My experience is that trustees controlling large funds are not only desirous of conserving principal but often favor adding to it from surplus income.
>
> I am not in sympathy with this policy of perpetuating endowments and believe that more good can be accomplished by expending funds as trustees find opportunities for constructive work, than by storing up large sums of money for long periods of time. By adopting a policy of using the fund within this generation, we may avoid those tendencies toward bureaucracy and a formal or perfunctory attitude toward the work, which almost inevitably develop in organizations which prolong their existence indefinitely. Coming generations can be relied upon to provide for their own needs as they arise.

The Julius Rosenwald Fund is the only large foundation, general in scope, outside of New York City. Like the Rockefeller Foundation, of which Mr. Rosenwald is a trustee, its charter limits its work only to "the well-being of mankind throughout the world." Edwin Rogers Embree, formerly of the Rockefeller Foundation, is its president; Alfred K. Stern, director. Another interesting innovation is that no trustee (save founder and president) may serve for more than six years consecutively nor beyond the age of sixty-five.

Mr. Rosenwald's giving has covered a wide field of interest in relief, education, health and welfare. Notable recent gifts include a pledge of two million dollars toward the movement to colonize Jews from cities onto farms in Russia, gifts to build Y. M. C. A.'s for Negroes in fifteen cities, about three million dollars for rural Negro schools, a number of gifts to the University of Chicago, and a pledge of three million dollars for the establishment of an industrial museum in Chicago.

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THE SENATE TACKLES UNEMPLOYMENT

ONE silver lining to the cloud of unemployment which hung over many American industrial centers last winter is the resolution introduced by Senator LaFollette providing for an investigation by the Senate Committee on Education and Labor, of which Senator Couzens is chairman. The slender sum of fifteen thousand dollars was voted for expenses, the committee was empowered to employ experts and take testimony under oath, and directed to report on or before February 15 next. In discussing the project, considerable emphasis was put upon the point that the investigation was not to be of a partisan character, and that voluntary associations and large manufacturing enterprises had given assurance of their assistance and cooperation. The government departments will be drawn on. The hearings will not begin until after the elections, and will continue through January. The whole field of unemployment was canvassed by the President's Conference (under Secretary Hoover's chairmanship) in 1921; but while decided gains have been made in the direction of business and financial measures making for greater stability of unemployment, and while the Study of Recent Economic Changes by a committee associated with the National Bureau of Economic Research will go into the factors which seemingly have flattened the cyclical curve and rendered prosperity more continuous, parallel attention has not been given to the question of security of employment.

The significance of this distinction is illustrated by our comparative experience in dealing with another hazard—that of accidents. The spread of safety engineering has cut down the number of men killed and maimed in industry; but the individual burden of lost income would have fallen as severely on the households of those killed and maimed, however reduced their number, had not there been a corresponding spread of workmen's compensation laws. And this economic readjustment has speeded up the safety movement.

Perhaps the most revealing phase of the forthcoming investigation by Senator Couzens' committee is the number of practical points of attack they will address themselves to. The salient paragraph from the resolution reads:

RESOLVED, That the Committee on Education and Labor of the Senate, or a duly authorized subcommittee thereof, is authorized and directed to make an investigation concerning the causes of unemployment and the relation to its relief of

(a) the continuous collection and interpretation of adequate statistics of employment and unemployment;
(b) the organization and extension of systems of public employment agencies, federal and state;
(c) the establishment of systems of unemployment insurance or other unemployment reserve funds, federal, state, or private;
(d) curtailed production, consolidation and economic reconstruction;
(e) the planning of public works with regard to stabilization of employment; and
(f) the feasibility of cooperation between federal, state, and private agencies with reference to (a), (b), (c), and (e).

THE 50th COMPENSATION LAW

CONGRESS at its recent session discovered the District of Columbia. For years social workers and others, led especially by the Association for Labor Legislation, have denounced the neglect of workers in private employments at the nation's capitol. The "national disgrace" of permitting, year after year, the continuance of conditions of employment suggested by the lack of any accident-compensation law, of provision for the vocational retraining of cripples or even an accident-reporting law, has been broadly advertised. But following the enactment a year ago of the federal Longshoremen's Compensation Act, the new Congress this year was led to extend identical benefits to the 144,000 private employes in the district. This fiftieth American workmen's compensation law is one of the most liberal acts of its kind, and provision for its administration through the existing experienced U. S. Employes' Compensation Commission should result in national congratulation. There remain now only five states—Arkansas, Florida, Mississippi, North and South Carolina—without modern compensation legislation.

At the same session the House passed a district vocational-rehabilitation measure which will come before the Senate in December. A liberalized child-labor law was also enacted.

Unemployment, a live issue in the Senate, was featured by the introduction of the Wagner bill (identical with the earlier Kenyon-Nolan bill) for an adequate permanent system of federal-state supported employment bureaus, and the Jones "prosperity reserve" bill to stabilize industry through more intelligent planning of public works. This public-works measure, after hearings, was favorably reported by the Senate Committee on Commerce, and awaits action in December. Meanwhile the LaFollette resolution for still another unemployment investigation, by a Senate committee, was adopted. Thoughtful citizens may now demonstrate their continued interest in the recurring problem of unemployment by continuing to insist that their representatives in Congress should adopt a constructive program for the mitigation of unemployment's evil effects.

REAL AMERICANS

GOOD-WILL of full continental stature and based on professional understanding is a reasonable outcome to expect of the recent friendly visits, back and forth, of librarians from the United States, Canada and Mexico. In April, at the request of the Carnegie Endowment for International Peace, the American Library Association sent three representatives to the second National Congress of Librarians in Mexico, under the leadership of John T. Vance, of the Library of Congress, who is chairman of the A.L.A. Committee on Library Cooperation with the Hispanic Peoples. The call was promptly returned by six outstanding Mexican librarians who attended the recent meeting of the A.L.A. in West Baden, Indiana, their leader being the head of the Library Department of the Ministry of Education, Señorita Esperanza Velasquez Bringas—a woman, and an able one. The Mexicans met with the A.L.A. board and passed resolutions looking to an exchange of library personnel, publications, bibliographical information, exhibits; plans for uniform cataloging; the translation into Spanish of the library proceedings and of other works; the sending of a collection of children's books to Mexico; membership in the A.L.A. of the Mexican librarians and, indeed, "the hope that future conferences may be held which will include representatives from the libraries of all the Americas."

From the viewpoint of the librarians in the United States and Canada, the resolution having to do with the publication by the Ministry of Education of a monthly list of all government and private publications printed in Mexico, is especially noteworthy. Another undertaking of the Library De-

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partment of the Ministry of Education of Mexico, which is not written into the resolutions, is that of sowing seeds of faith in the solvency of libraries north of the Rio Grande in the hearts of Mexican booksellers and publishers. To date it has been the experience of many a northern librarian to receive, out of an order for fifty books placed with a Mexican firm, perhaps two books, with no explanation as to the availability of the other forty-eight. This is due, of course, partly to the lack of information about the author, title or publisher of the books on the part of the librarian placing the order, partly to the absence of the kind of co-operation between publishers and bookstores which exists in the United States, and partly to the lack of knowledge on the part of the Mexican bookseller concerning the financial status of the library. So great has been the difficulty in obtaining books from Mexico, that many librarians are now buying Mexican books in Paris, Madrid and The Hague. This is of course inconvenient, and it is hoped that, with the help of the Library Department in Mexico, the idea of the size of the market in the north will be brought to the attention of Mexican publishers and booksellers.

The librarians of the three countries have set in motion something that will justify their name of *American* Library Association and set an example to other organizations with similar names.

DR. A. AND DR. B.

WHATEVER the vagaries of thermometers and stock markets, there is one figure whose downward fluctuation cannot but bring satisfaction to all beholders. That is the infant death-rate, which in 1927 reached the lowest level that has been recorded since the birth-registration area was established, 64.3 infant deaths per 1,000 live births, according to provisional reports just made public by the Bureau of the Census. The lowest rate previously reported was 71 in 1924. Of the individual states for which 1927 reports are now complete, Oregon and Washington take the lead with rates of 47 and 49 respectively, while their Pacific neighbor, California, brings up the rear with 125.8.

While the past few years in this country have seen a most gratifying decline in the deaths of all babies under one year of age, the record for the deaths under one month of age has shown comparatively little improvement. In an effort to analyze some of the causes of infant mortality further, the Buffalo Foundation of Buffalo, New York, has recently completed a five-year study of the experience of that city, involving some 62,000 births, and 5,549 infant deaths. Of these latter, 24 per cent occurred within the first day of life, 42 per cent within the first week, and more than half within the first month.

Analysis by hospital, and by the physician in charge of the case, revealed startling differences in the numbers of babies lost at birth or shortly thereafter. Thirteen hospitals reported rates which varied from 1.3 deaths per 100 births within the first two weeks, to 10.9 or more than eight times as many. Among twenty physicians who had attended on the average more than 700 maternity cases in the five years, there was a variation of rates from 1.5 per 100 births to 8.6. These discrepancies could not be explained by the types of patients—in some cases the poorest patients had the most favorable experience, the most protected the worst. They were, apparently, at least an approximate measure of the adequacy of the care given by institution or physician—a kind of efficiency rating whose showing in some cases was as unexpected as it was unwelcome. When Dr. A. and Dr. B. have about the same kind of practice, and Dr. A., over a period of five years and some hundreds of cases, loses five times as many babies as does Dr. B., the explanation becomes a matter of pressing and public interest.

VOTE YES ON NO. 10

IN one Pennsylvania state hospital for the insane there is such overcrowding that two violent patients must occupy the same room: it is necessary to match the two according to physical strength so that one will not injure the other. In another hospital, twenty-six patients are sleeping in hallways and sixty-seven in attics. Basing their plea upon these and similar facts showing the need for greatly increased and improved institutional facilities of all types in their state, a Citizens' Committee for the Welfare Bond Issue has launched a vigorous campaign on behalf of Amendment No. 10 to be placed before the Pennsylvania voters next fall. This amendment would authorize the legislature to issue bonds to a total of fifty million dollars for the acquisition of lands, buildings and equipment for "penal offenders, delinquents, mental defectives, epileptics and persons mentally diseased"—following a precedent set by New York three years ago.

The Citizens' Committee, of which Owen J. Roberts of Philadelphia is chairman, points out that such a bond issue would cost the people of Pennsylvania only an average of thirty-two cents apiece each year for twenty years. Only by some such far-reaching plan as this, they believe, can the state catch up with its present pressing obligations and prepare itself to face the future. Successful precedents, a careful marshalling of facts, and the backing of informed and public-spirited citizens unite in giving weight to a measure whose attainment seems essential for the intelligent and humane care of Pennsylvania's wards.

THOSE OVERLAPPING CHURCHES

"THE Protestant Churches are raising home-mission money on the appeal of the spiritual and social needs of the immigrants and the Southern mountaineers, the Negroes and the Mexicans, the Alaskans and the Indians, and of other needy and neglected peoples. They are spending a proportion of that money in establishing or maintaining denominational churches in rural communities, already over-churched. The economic waste and the social sin of competing denominations in small towns and cities have been denounced for decades by the churches themselves. Yet they are feeding that denominational competition with home mission aid today." A number of mission-board secretaries and other ecclesiastics pounced upon this charge and defended their denominations. Others came to confirm the indictment and the echoes of the resulting debate reverberated in conflicting camps.

In the meantime, the Institute of Social and Religious Research went quietly about the task of looking into the evidence. It studied thousands of individual churches and the records of the major denominational mission boards.

Now it makes its report in Home Mission Aid, a forty-two-page pamphlet replete with tables, charts, and statistical analyses. Dr. C. Luther Fry, author of American Villages and Diagnosing the Rural Church, directed the investigation and signs the report. Quoting Mr. Eastman's charge, Dr. Fry then asks, "In the light of these charges, what do the facts show?" And, on the basis of the evidence, disclosed by the investigation, he concludes:

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1. The amounts of home-mission money distributed each year by Protestant bodies are large. Five denominations alone are known to give an aggregate of more than $5,000,000 each year.

2. Most of the home-mission moneys distributed to churches are given to native-white churches. In the case of the Presbyterians, the amount turned over to native-white churches was $946,000 out of $1,333,000, or more than 70 per cent of the total. In the sample of Protestant Episcopal churches studied, nearly 90 per cent of the money given as aid went to native-white churches. Home-mission grants are, therefore, being used primarily to help native-white rather than Negro, Indian, or foreign churches.

3. The great majority of native-white churches aided are located in rural areas. Out of 2,121 native-white Presbyterian churches, 1,700, or four-fifths, were so located. For the Protestant Episcopal churches studied, this proportion was 60 per cent, and for the Baptist it was over 70 per cent.

4. The fact that by far the largest group of churches receiving aid are native-white churches in rural areas, becomes doubly important when it is remembered that a large proportion of the rural churches aided—particularly those in villages—are in communities in which several other Protestant churches are located. Analysis of 343 aided churches, located in small villages of 1,000 population or less, revealed that 205, or nearly 60 per cent, of them were in places that had at least one other Protestant church.

At an unofficial conference called in Cleveland several months ago by the Federal Council of Churches, the Home Missions Council and the Council of Women for Home Missions, nearly five hundred representatives of some three score church bodies met to consider evils of competition and overlapping in church circles and adopted a five-year program to eliminate over-churching, to be submitted to the denomination. Here are more facts, collected by a responsible agency from the figures of the churches themselves, to buttress the efforts of all who are working to efface the old evils of wasteful division, and to guide the churches toward a mutually helpful way of unity and cooperation.

WORKING WIVES

WHEN the census of 1920 revealed that one woman wage-earner out of four was married, it raised a clear question as to the changes that beset American homes in this changing generation. A recent report from the New York State Department of Labor shows the further course of industrialization in one city. In Binghamton, N. Y., with a total population of 67,000, one-third of all the industrial workers are women, and half of these are married women. In the manufacturing industries, cigars head the list with 62 per cent of its women employes married; metal and machinery come next with 58 per cent; wood products and shoes, with 52 and 51 per cent respectively. In mercantile establishments, where youth is undoubtedly an asset, 33 per cent are married; in restaurants, 45 per cent. And apparently the wives worked side by side with their single sisters, with very little discernible allowance for the "housekeeping" which supposedly they must have put in nights and Sundays. Their pay envelopes showed just about the same annual wage—$877.72—and their hours of work were approximately the same, though the single women worked a larger amount of overtime. Nearly two-thirds of the women workers of Binghamton are in the age group 21-44 years, when presumably they have passed the first fling for freedom and silk stockings and settled down to an industrial career.

A reflection of some of the intangible effects of the work of wives appears in the course of a detailed study of 257 families published by the Boston Family Welfare Society in its current annual report. Almost all of the women had worked before marriage, but only a few had continued immediately afterward. The rest were drawn back later by the insufficient wage of the husband, or his illness or death or desertion. Three-quarters of these women said they liked to work—under their circumstances—liked the increased income, the change and sociability, the sense of stability. Of the rest, a third found they had too many home cares on their minds, 12 thought the work and hours too hard, a few felt themselves ill-used. Of 113 husbands whose attitude to their wives' work was known, 84 approved, 22 heartily disapproved, and seven were indifferent. In 81 instances family relationships seemed unaffected; in 64, the man's sense of responsibility was lessened, and in 14 there was much friction as a result of the wife's work, while in 22 instances the happiness of the wife in being able to earn, her greater sense of equality, her freedom from worry over debts, seemed to ensure a more normal family life. Two-thirds of the mothers showed no change in attitude toward their children, 16 were reported as more nagging, 15 as more affectionate and solicitous. In 104 families the children's attitude seemed unaffected; in 53, the mother's working seemed to bring increased loyalty and responsibility on their part, in 15 instances the change was for the worse.

Basically, the Family Welfare Society was interested in the effect of women's employment on the *quality* of family life, and here, too, the estimates of experienced social workers, long acquainted with the families, showed, as might have been expected, diverse results. In 24 of the instances in which a judgment seemed possible, there was no apparent change in family unity; in 49 cases, the change was for the better, and in an equal number disruptive, while for the remaining 52 the workers felt that they did not know the situation sufficiently well to venture an opinion. Apparently, generally and increasingly, wives must work, but the outcome will be determined both by individual situations and our increasing skill in adapting social standards and safeguards to meet an inevitable situation.

CONGRATULATIONS TO FISK

FEW journals have so ably given form to both measured experience and glowing imagination as has Opportunity, the monthly publication of the National Urban League. The five years since its founding have seen much of the cultural renascence of the younger generation of Negro writers and artists—a period signalized in the recent publication of the John F. Slater Fund, A Decade of Negro Self-Expression, compiled by Alain Locke. While the pages of Opportunity have given an opening to this growing and distinctive movement in American art, they have carried also a convincing record of social and economic research and analysis, which has helped to create a new point of view regarding Negro social problems. Announcement has just been made that Charles S. Johnson, editor of Opportunity since its start and director of the department of research and investigation of the National Urban League, is to resign these offices on September 1 to become director of the newly organized department of social science at Fisk University. We hope Opportunity will be able to carry on the dual, yet unified, tradition which he so successfully inaugurated and maintained; we know that Fisk is to be congratulated.

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SOCIAL PRACTICE

Shall Social Workers Punish?

By BURR BLACKBURN

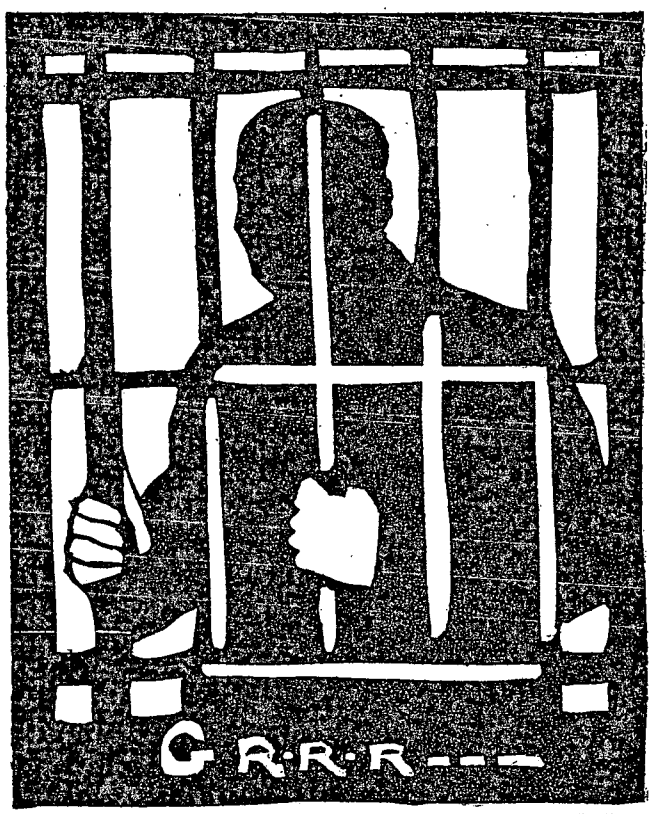
SOCIAL workers generally are opposed to punishment as a method of dealing with criminals, believing that case-work adjustment, hospital and medical treatment, reeducation, vocational guidance, and so on, should be used in its place. Yet we are likely to consider the criminal courts as necessary for purposes of compulsion in cases of our own, and some of us advocate laws prescribing criminal penalties for deserting parents, illegitimate fathers, sex offenders, and the like. Recently we have been agitating for criminal jurisdiction in juvenile courts over adults who contribute to the delinquency of children, contending that the real offenders in children's cases are always adults, and therefore the adults should be punished. Not content with civil procedure in illegitimacy cases and desertion cases, we have developed an elaborate criminal procedure.

The family case workers have been insisting that they should never be required to appear in court as complainant or prosecutor because it produces distrust and suspicion among their clients. They recognize that legal compulsion is the antithesis of case work, but seem to have the idea that some clients need case work, and others criminal prosecution. How does this jibe with our oft-repeated contention that what the criminal needs is not a prison, but a hospital—of course a hospital with a staff of social workers? How are the efforts of social workers to secure legislation calling for criminal prosecution and penalties, to be reconciled with case-work methods?

Is this clandestine relationship with the punishment dogma an evidence of infidelity to case work? Or is it an evidence of pure laziness—a desire to shirk the more difficult cases? Do we actually believe that the element of punishment, or the fear of it, adds anything to the case-work method? Is the deserted or illegitimate or abused child our client any more than the offending adult? It would seem that our close contact with humanity would have eliminated all faith in fear of punishment as a means of controlling conduct. We are advocating its abolition in disciplining children, and it can hardly be more effective in cases of hardened adults.

"But what of justice to the unfortunate victim of adult viciousness?" If a fine is collected, it goes to support the more vicious criminal-court system—not to the victim. If there is a prison sentence, the victim may enjoy revenge, but hardly justice. Some states provide a daily allowance of fifty cents toward the support of the prisoner's wife and children—enough to feed the family dog. "But the public must be protected!" A short period in prison—our school of crime—turns the prisoner out more vicious and less responsible. It is time we social workers were recognizing that courts and prisons will never afford the public protection. "But there is probation!" Yes, there is probation. There is the point where we have been traitors to the principles of case work. We have fallen back upon the threat of dire punishment to enforce our plans upon the individual. The presence of that threat is enough to handicap the most sympathetic case worker, to vitiate the service of the ordinary one.

The case-work method assumes that people need individual treatment, not punishment. Then should we not divorce ourselves entirely from the criminal courts? Doctors and social workers—the two professional groups committed to individual treatment—can eventually substitute their method for the mass revenge of archaic criminal law, but not by compromising with it. I suggest, therefore, that having established the paternity and financial responsibility of the illegitimate father by civil procedure, the weekly or monthly payments should be collected without criminal action. This may require legal levy on the father's wages or income. It may mean that a state will have to pass a statute permitting such collections on court orders issued in other states, and that social agencies in various cities will need to collaborate instead of depending upon extradition. It would require case work to assist the father in securing



Linoleum cut by Helen Coolidge

A "true-story" criminal

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work to meet his obligations, rather than imprisoning him. The same principles would apply in cases of desertion.

In cases of parental cruelty and neglect we gain nothing by criminal prosecution. Legal change of custody of the child is always possible as a last resort, but greater faith in our case-work method should obviate such a major operation in most instances. Child-labor laws can be enforced by civil damages from the employer to the child, as in the new provisions of the workmen's compensation laws. Why not seek a child-labor law enforcing the payment of double wages for all back time that a child has been illegally employed? Compulsory school-attendance laws require no enforcement by punitive penalties. What the parents need is intensive case work by the school-attendance officer, or the visiting teacher. A violator of the child-placing law could be sued for damages in the name of the mother, or for payment of the expenses of replacement by the licensed agency. Loan sharks and salary buyers could be forced at civil law to reimburse their victims, not to pay a criminal-court fine for the support of political office-holders. Perhaps we may have to seek legislation to relieve social agencies, or certain classes of litigants, from paying civil-court costs when the judgment does not assess them upon the defendant. Much civil law may have to be revised, and we can tackle this job with more zest when we finally realize that the animal revenge of criminal punishment cannot be associated with social case work.

I believe in financial restoration and redress by civil proceedings wherever the injury can be measured in dollars and cents. The collection of such damages might well be a part of case-work treatment for the offender. But criminal-court fines get into the wrong pockets, and incarceration in prisons—destroying character and earning capacity—is brutal and inexcusable.

If the client needs isolation for his own or the public's safety, then we should not rest until we have him committed to the proper hospital, remembering the while that should we get him committed to prison, unless he has committed murder, he will be discharged in a few years, a more dangerous person than he was before.

The best way to reform the criminal courts and prisons is not to use them. Let them go the way of the pest-houses and the almshouses. If the doctors and social workers will pull together, their technique will ultimately triumph.

Mr. Blackburn gives an unequivocal answer to the question which he raises. Readers who feel otherwise on the subject of divorcing social work and the criminal courts are invited to reply—briefly!

Supporting Social Work

By RAYMOND CLAPP

THAT a period of relative static in Community Fund result need not mean a correspondingly static condition in social work, is shown by the recent experience in Cleveland. Within its first two years, 1920 and 1921, the Cleveland Community Fund succeeded in nearly tripling the contribution support of local social agencies over what they had received in 1919. The rate of increase then subsided to approximately 2 per cent a year. It took several years to consolidate the gains made in 1920 and 1921, but by 1924 Cleveland social work had learned so well to use this added money that the demands for bigger budgets became more and more insistent.

Some study of conditions in sister cities at that time made us realize that there were other sources of supply than the fund. Considerable attention has already been given by the budget committee to earnings from hospital patients and other beneficiaries, on the principle that self-supporting citizens should pay full cost when they receive service from social agencies. But little attention had been given to endowment, or to tax support of governmentally administered social work, as resources in meeting the social needs of the community. An appreciable change in attitude has resulted from these studies and has had a very definite effect upon plans for social financing in Cleveland. That there are four important sources of income for social work, is indicated by a final tabulation which has just been completed. Social work in Cleveland received, in 1924, as income from all sources available for current expense, $12,262,000. In 1926, the corresponding figure was $13,836,000, an increase of $1,574,000, or 13 per cent. Of this increase only one-sixth, or $261,000, came from contributions, practically all of it through the Community Fund; $270,000 came from endowment income; $481,000 through added tax support; and $562,000 from increased earnings. The rate of growth of each of these sources was: contributions, 6 per cent; earnings, 12 per cent; taxes, 18 per cent; and endowment income, 31 per cent. This covers all the agencies in the Community Fund, as well as non-Community Fund agencies, mostly endowed, doing similar work, and those governmental departments whose service parallels that of Community Fund agencies. A fifth resource, that of economy, is being stressed as well, but its results cannot be counted in the same way.

Social-agency financing, we are coming to see, involves much more on the part of agencies than bringing pressure to bear on budget committees, cussing out the campaign organization, or extracting a few extra dollars from board members on one excuse or another. It involves particularly the development and increasing use of all the available resources, rather than sole dependence upon relief in the form of the fund budget. In this broad view of social-work finance, the whole responsibility no longer rests only on the fund; every agency has its own task and its own obligation, working in cooperation with others, to develop earnings, endowment, and economies, and to strengthen the corresponding governmental departments, as well as to support the Community Fund.

FOUR children and three pigeons: Could a foster home be found in New York to squeeze them all in? The captain of the caravan, a sturdy ten-year-old, felt solemnly responsible for his little brother and his sisters, but enquired wistfully whether, if one home couldn't hold them all, could it hold at least one boy and three pigeons? But one of the foster mothers of the Hebrew Sheltering Guardian Society felt that here were just the children she wanted, pigeons notwithstanding, and she'd manage a roost somehow. The next day when the visitor called, the ten-year-old greeted her with a broad smile and led her straight to the roof where, providentially, a neighbor had a bird-house: Mrs. M. had found a foster home for the pigeons too.

THOSE supposedly inexorable laws of demand and supply seem to have met a check in the realm of Philadelphia babies, according to a recent newspaper interview with Mrs. Henry Hall Sinnamon, assistant director of the Department of Public Welfare of Pennsylvania and president of the Women's Republican Club of that state. "I wish we had more abandoned

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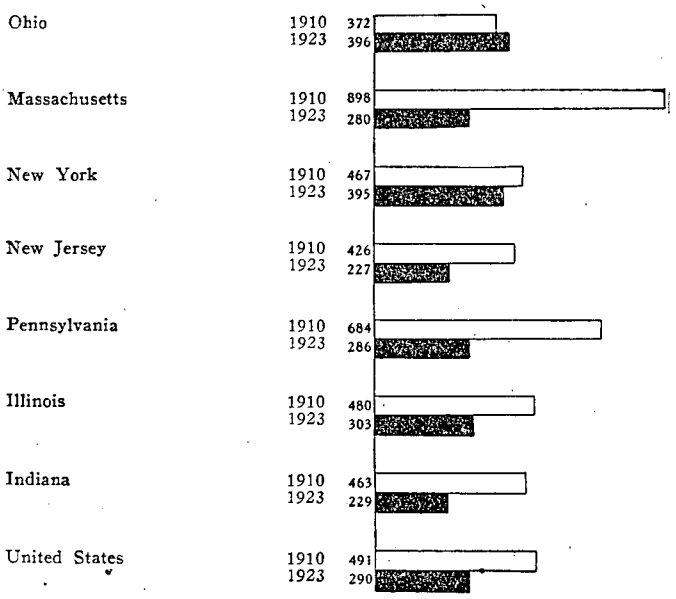
children to give to people who want them," Mrs. Sinnamon is quoted as saying. "It may surprise you to know that our supply is not equal to our demand. . . Bring on the babies. We will try to find homes for them and, if unsuccessful, the City of Philadelphia will be a mother to them. I know for certain that Philadelphia has a heart." Without casting any aspersions on the cardiac qualities of the City of Brotherly Love, certain foot-sore social workers may heave a sigh as their alarmed imagination envisages a line forming to the left.

REPLYING to some of the questions raised by Bertha B. Howell in What is the Boy Problem? (The Survey, April 15, 1928), John F. Pero, Jr., visitor for the Massachusetts Department of Public Welfare, writes to tell the plans of the Boyology Council recently organized in Springfield, Massachusetts. In 1927 about 250 men of all creeds attended an intensive course on boyology, and out of that grew a Boyology Club with 150 members, which in turn organized a volunteer council to fill in the gaps in the work for boys now being done by private and public agencies. The council will endeavor to act as a clearing house, keeping the agencies informed of new developments in this field, helping in the promotion of legislation affecting boys, and instituting an employment bureau which will have the cooperation of local concerns which employ young workers, while a home-finding department, with expert investigators, will list, examine and supervise foster homes for boys in need of this kind of care—a present lack in Springfield. Other members will aid in the supervision of boys on parole from correctional institutions, and a representative of the council will sit in at all juvenile-court sessions to assist the present over-worked probation staff in preventive work. All the work of the council will be given on a volunteer basis at the start, but it is hoped later to obtain paid executives. Mr. Pero, who may be addressed at 34 Belmont Avenue, Springfield, Massachusetts, will gladly answer questions.

COMMITMENTS TO JAILS AND WORKHOUSES PER 100,000 POPULATION FOR 1910 AND 1923*



*Enumerated for first six months and estimated for the rest of the year.

Despite the rumors of crime waves, these records of commitments to jails and workhouses per 100,000 of population for 1910 and 1923 show a marked decline for the United States as a whole and for all the states listed except Ohio. This chart is taken from a study by the Ohio Institute, published in the Ohio Citizen, No. 27-9, which stresses in its recommendations for Ohio more effective preventive measures and more thorough study of the individual offender, from which it would be possible to classify prisoners for treatment, and to facilitate the use of parole and probation.

Pertinent Publications

INTERVIEWS, *by a Committee of the Chicago Chapter of the American Association of Social Workers. American Association of Social Workers, 130 East 22 St., New York City. Price* $1.00.

Helen L. Myrick was chairman of the Chicago committee which presents these "isolated bits of laboratory material in the rough" as the first monograph in a series on methods, techniques, organization, and purposes of social work projected by the association. Actual interviews in cases of various types are published to illustrate processes of analysis and interpretation, with a general discussion on the place of the interview in social work and a selected bibliography.

THE ILLINOIS ADOPTION LAW AND ITS ADMINISTRATION, *by Elinor Nims. The University of Chicago Press. Price* $1.50.

"The problems attendant upon the practice of giving children in adoption," declares Miss Nims, "arise very largely out of the lack of procedure for bridging the gap between the activities of the social agencies on the one hand, which are concerned with the social consequences, and those of the courts on the other, whose interest has in the past been largely absorbed by the legal considerations." The present study is designed to set out the problems arising under the present Illinois law, to indicate the extent to which such a chasm exists in Illinois, and to suggest possible means of bridging it.

STAMMERING, *by Isador H. Coriat, M.D. Nervous and Mental Disease Publishing Company, New York City. Price* $2.00.

A psychoanalytic interpretation, by one of the pioneer leaders in this field, of the problems of the stammerer, the analytic treatment and prevention of stammering.

OLD AGE SECURITY. *American Association for Old Age Security, 104 Fifth Avenue, New York. Price 50 cents.*

Proceedings of the first national conference on old-age security, held in New York City in April, with addresses by Joseph P. Chamberlain, James H. Maurer, Edward B. Lyman, I. M. Rubinow and others.

CASE WORK AND THE COMMUNITY. *Report of a Committee of the 1926 Institute of Family Social Work. American Association for Organizing Family Social Work, 130 East 22 Street, New York City.*

Through the publication of these and other proceedings, social workers generally will have an opportunity to follow the interesting and able discussions evoked at the sessions of the Institute of Family Social Work. The present pamphlet deals with the development of the district record and the recording of information on community resources. Reports of the 1927 Institute Committee on Measurements, in mimeograph form, are also available.

SHALL ALL OUR CHILDREN LIVE ABUNDANTLY, *by Elizabeth Taylor Shipley. Welfare Federation of Reading and Berks County, Pa.*

The detailed and discriminating report of a survey of children in Berks county under the care of institutions and agencies during the period November 1, 1925, to October 31, 1926, made by Miss Shipley under the auspices of the children's division of the Council of Social Agencies of the Welfare Federation.

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HEALTH

The Village Doctor

By EDMUND N. HUYCK

THE sick man in the city is faced with a bewildering array of medical services. He may change physicians as he changes restaurants until he finds one that pleases him. Surgeons are ready to perform every operation, specialists to give every treatment known to medical science. He may be attended by followers of many systems, healed by disciples of several faiths, and is lucky if he escapes the hands of plain imposters.

Meanwhile his fellow citizen living in the country may search throughout a radius of twelve or fifteen miles and in several villages to find a doctor who will come to see his sick wife or child.

When I was a small boy, a good many years ago, living in a little country village many miles from a city or a railway, one of my most vivid impressions was of the old doctor, seated in the curved-back leather-cushioned chair (which, with its legs removed, had been nailed to the seat of his cart) driving his sorrel horse through the village street and out into the country to visit his patients. My clearest recollection is watching him tap out from bottles little piles of white powder, mix them with the blade of his knife, separate the mixture into a number of equal piles and fold each neatly in a white paper. Colossal in size and terrible in taste they were, to the small throats for which they were intended. I don't know what his education had been. A few years' work with his predecessor in the village, a few lectures in the city twenty-five miles away, supplemented by reading and by many years of experience, he may have possessed as nearly the total sum of the medical knowledge of his day as does many a practitioner today. Nearly fifty years have passed since he died, and his successors have followed him or gone to more lucrative fields. The little village is now without a doctor, but in a village eight miles farther in the hills another doctor is carrying on with the same spirit and with his automobile is covering ten miles as quickly as the old doctor could go two. He comes from those same hills, the doctor of today. Some years ago his old father, sitting before the door of his farm house, told me how the news of Lincoln's assassination reached them early the next morning though they were thirty miles from a telegraph office.

But I venture to say this man would not be a physician were it not that, when he wished to study medicine, there was a medical school in the city thirty miles away. At least it is doubtful if he would have returned to this country practice had he gone to a great medical university hundreds of miles from his home. His education is vastly better than that of the old doctor years ago. He keeps in close touch with the medical college and teaching hospital, where I often see him and learn that he has patients there for observation or operation. And he cooperates with the state health department in every possible way, is town health officer and recently took the post-graduate course offered to health officers by the medical college and state health department.

The average villager of fifty years ago lived and died under the care of the village doctor, confident in either event that he had done the best he could for himself. Today, if he is fortunate enough to have a doctor in his village or in one near by, and that doctor's medicine does not produce the expected immediate result, or if the doctor gives him no medicine knowing full well none is needed, the telephone, his automobile and, in good weather, excellent roads are available and he will drive many miles and spend many dollars to consult some one else recommended by a neighbor or by an appealing advertisement. The new advice may be good or bad but it lacks at least the understanding of continued observation. Not long ago I met a farmer walking along the road near his home. I asked him if he had had a good winter. "Not very," he said. "I got played out last fall, my heart went bad on me but I am doctoring with Dr. X in the city now and I feel a lot better." I don't know Dr. X but I do know that a few miles from that farmer's home there is an excellent doctor who could do everything possible for him and who would readily secure hospital diagnosis or consulting advice if there were the slightest reason for it.

The country doctor is coming to feel that he is relied on largely in emergencies, in bad weather or when roads to the city are impassable. That is why some of them are leaving the country and no one is willing to take the vacant places.

THE remedy for this situation rests, I believe, in medical education: first, of the people themselves to the knowledge that, by careful scientific investigation, it has been determined that the local general pratitioner can care adequately for 90 per cent of their ills and can and will render the greatest assistance in the other 10 per cent.

Then we must have medical schools located outside the great metropolitan areas, which will feel and accept responsibility for the region surrounding them. The dean of a metropolitan school told me recently that few if any of their students, most of whom came from that area, even considered locating outside the metropolitan district in which the school is located. It is a fact that men are apt to settle near their homes or near the school from which they graduate or the hospital where they serve as interns.

Many medical schools still exist in this country—in spite of the reduction in the number of schools from one hundred

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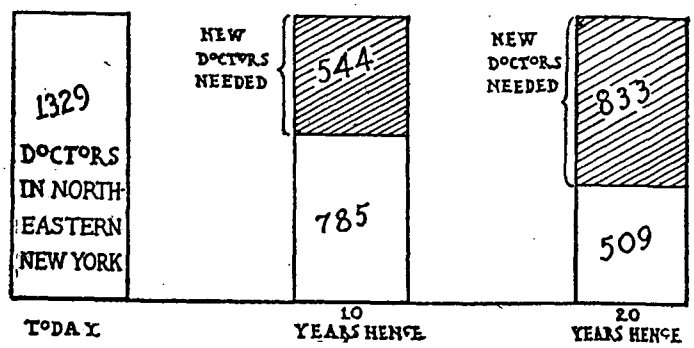

Even if all the doctors in northeastern New York keep in active practice for forty years or more, the district served by the Albany Medical College will need these hundreds of new recruits to replace those who fall out by reason of death or retirement

and sixty-two in 1906, to eighty in 1927—which are admirably located to undertake this work, and at least one school has formed a definite plan and program for dealing with the situation.

In this plan—that of the Albany Medical College, for instance—it is proposed through a department of regional extension of medical education, by means of lectures, through newspapers and magazines, by pamphlets and any other possible form of publicity, to teach the people of remote country villages and farming communities to rely on their local doctors. Next, the students accepted by the school come, so far as possible, from this region. They are taught the ideals of general practice, the chief aim of the school being to make thoroughly trained general practitioners of medicine. On graduation, opportunities in villages and small towns carefully surveyed as to needs and adequate income are placed before them, and they are shown that they can be of great and far-reaching service and find many satisfactions and compensations in life in the country. Moreover, by ones and twos and threes they are taking up practice in these communities, and will continue to do so if their medical school does not send them out and then forget all about them. What they want (and they say it very definitely) is to have their school back of them, interested in what they are doing and ready to help them when it is possible. They want to come back to the school whenever they can to learn new methods, to study, perhaps one subject, perhaps in short courses. They may need some one to take their practice while they are away. To supply this need is part of the program.

They want to take their patients to the nearest hospital and to have the staff there also interested in them and their work. In fact, this must be a cooperative effort through the whole region radiating from the medical school and teaching hospitals as a center, out through the other cities and larger towns with their hospitals to the most remote village and the isolated homes surrounding it.

The great metropolitan university schools cannot undertake this work; they are too remote, they have too many other important interests and aims. But the smaller university medical schools so located as to make it possible, should give this subject the most serious thought. Any one of these schools that has the courage to adopt such a program deserves the sympathetic interest and encouragement of all who have a comprehension of what even a partial solution of this problem will mean to the people of this country who live outside the cities and large towns.

Fewer and Better Nurses

The First Report of the Grading Committee

By EDWIN R. EMBREE

THREE landmarks stand out in nursing education in America since the World War. The first is the work of a committee of which Professor C. E.-A. Winslow was chairman and Josephine Goldmark director, whose study, financed by the Rockefeller Foundation, ended in 1923 with the first formal systematic presentation of facts bearing upon this profession. The second was the establishment at Yale University of a brilliant experiment in nursing education under the direction of Annie Goodrich, which is attempting among other things to put into practice the more important of the recommendations of Miss Goldmark's committee. This Yale School, with a university environment, university standards, and the intelligent and courageous leadership of Miss Goodrich, is having an influence on nursing which it is difficult to overestimate. Now follows the third epoch in this recent progress in nursing education, the five-year study of the Committee on the Grading of Nursing Schools, under the direction of May Ayres Burgess, whose first published "report of progress" has just come from the press. (Nurses, Patients and Pocketbooks, by May Ayres Burgess. Committee on the Grading of Nursing Schools, 370 Seventh Avenue, New York City. Price $2.00 postpaid of The Survey.) This group, which has Dr. William Darrach, Dean of the Medical School at Columbia University, as chairman, and Mary M. Roberts, editor of the American Journal of Nursing, as special consultant, includes representatives officially appointed from the national associations in nursing, medicine and hospital administration and a group of members-at-large—educators, physicians and citizens. The only danger from the study and report by Miss Goldmark was that it might be regarded as so fundamental as to become a kind of bible of nursing. The work of the present committee prevents Miss Goldmark's findings and interpretations from being static and keeps the situation dynamic.

The most surprising of the findings of the committee, as evinced in the present volume, is that, contrary to current thought and gossip, there appears to be no nursing shortage. In fact there seems to be danger of serious overproduction, at least on the poorly qualified levels of trained nurses. Extended tabulations and computations, involving much of the currently fashionable mathematical tables and curves, trace the growth and present tendencies in American manufacture of doctors and nurses. The medical profession for the past quarter of a century, led in no small part by the studies and preaching of Abraham Flexner, has followed a definitely recognized policy of enforcing high standards for graduation and as a result has greatly limited the number of medical schools and the number of students. The nursing

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profession has not yet adopted any similar policy for the limitation of schools or students, nor is there any generally accepted policy for the enforcement of adequate standards.

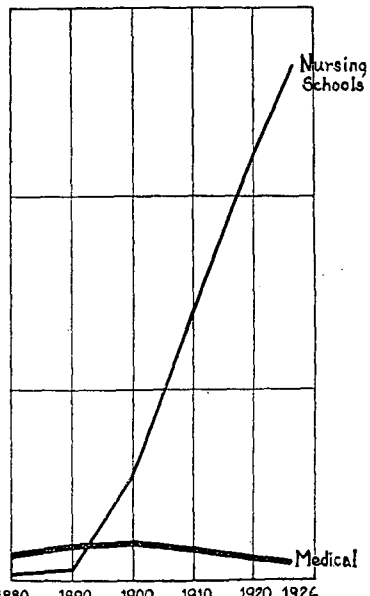
At the beginning of the century there were 160 medical schools and 432 nursing schools. Twenty-five years later there were 79 medical schools and 2,155 nursing schools. In 1900 for every 100,000 people in the United States there were 173 physicians and 16 nurses; by 1920 these figures had changed to 137 physicians and 141 nurses. While medical schools and physicians have been steadily reduced, the schools of nursing and the nurses at work have been increasing egregiously. In elaborate calculations on the basis of Professor Raymond Pearl's estimates of population growth, it is estimated that, at the present rate of growth, by 1965 there would be a graduating class from the nursing schools of 60,000 members and a total of 717,000 active nurses in the profession. This would be an average of 427 nurses, as contrasted with an estimated 100 physicians to every 100,000 of the then expected population of the nation. The following table lists the growth in the medical and nursing professions during the past fifty-five years:

Medical and Nursing Schools and Graduates, 1880-1926

	Medical Schools	Nursing Schools	Medical Graduates	Nursing Graduates
1880.....	100	15	3,241	157
1890.....	133	35	4,454	471
1900.....	160	432	5,214	3,456
1910.....	131	1,129	4,440	8,140
1920.....	85	1,775	3,047	14,980
1926.....	79	2,155	3,962	17,522

Reports from a great number of physicians, hospitals and private patients bear out the fact that, while it is by no means easy to get satisfactory nurses for all cases, there is no evidence of shortage either for hospital service, for private nursing, or for public-health work.

Comments of patients and doctors bear out the belief of students of the problem that a woman of poor personal and social standing, inadequately educated, makes an unsatisfactory nurse. The facts and testimony assembled give little evidence of desire for the "practical" or untrained nurse; and show that the woman of best general standing and of highest education not only gives the best professional service but also is more adaptable and helpful in all of the delicate relationships with the physician, the patient and the family. On the other hand, findings as to the present qualifications of pupil nurses are far from satisfactory. One-tenth of all nurses in service today have never been beyond the eighth grade of the grammarschool and about one-fourth have not been beyond the first year of highschool.



Medical and nursing schools in the United States at 10-year periods

The inevitable conclusion from reading the report of this committee is that it is high time to set about restricting the number of schools and the output of nurses and to put renewed emphasis upon proper standards and training in this profession.

IT is not going to be easy to restrict the number of training schools, since this matter unfortunately is involved in the traditions and in the economics of hospital administration. Hospitals have frankly used training schools as a means of staffing their wards with cheap student labor. There has been a good deal of rationalizing on this subject. Hospital trustees and administrators have for many years regarded themselves as public benefactors because they have been conducting schools of nursing. It will be a surprising and unpalatable suggestion if they are told that from some of them such educational service is not only no longer needed but no longer desired. "It is rather pathetic," says Dr. Burgess, "to listen to the occasional sincere, but not especially thoughtful, representative of a hospital training school argue for lower state standards of registration on the ground that his hospital cannot afford to conduct a school which will meet the minimum state requirements, and then to watch his confused indignation when it is suggested that his hospital give up the school entirely and care for its patients with graduate nurses." The report continues: "Such a hospital man, be he administrator or trustee, is apt with apparently perfect sincerity to state that his hospital is losing money in conducting its training school and within the next five minutes to admit that the reason the hospital wants to run the school is that graduate floor-duty nurses cost too much. It is an extraordinary thing but it seems to be a fact that hospitals regard the suggestion that they pay for their own nursing service as unreasonable. They have been receiving free service from students for so many years that they regard it as an inalienable right."

There is in the present volume comparatively little discussion of public-health nursing as contrasted with the fundamental problems in the training and professional service of nursing as a whole. Tentative suggestions are made concerning the possibility of using part-time nursing on an hourly basis and for taking care of sickness particularly in the rural districts by larger use of visiting and public-health nurses. Both these programs are likely to be expanded as we learn to make economical use of this important group of skilled workers.

The report is an excellent example of clear presentation. Charts and tables illustrate and drive home the discussions of the text. Each chapter is briefly summarized at its conclusion. There are even simple directions, in words of one syllable, for reading the book, which aim to make it possible for persons with varying amounts of interest to get the material they desire with the least expenditure of effort or time. While the 600-odd pages contain extensive and minute reports of facts and opinions and include discussions of many aspects of nursing, the point which stands out to any reader is the phenomenal growth of nursing since the establishment of the first school at the Women's Hospital in Philadelphia in 1861 and the necessity which now confronts us of limiting numbers and raising standards.

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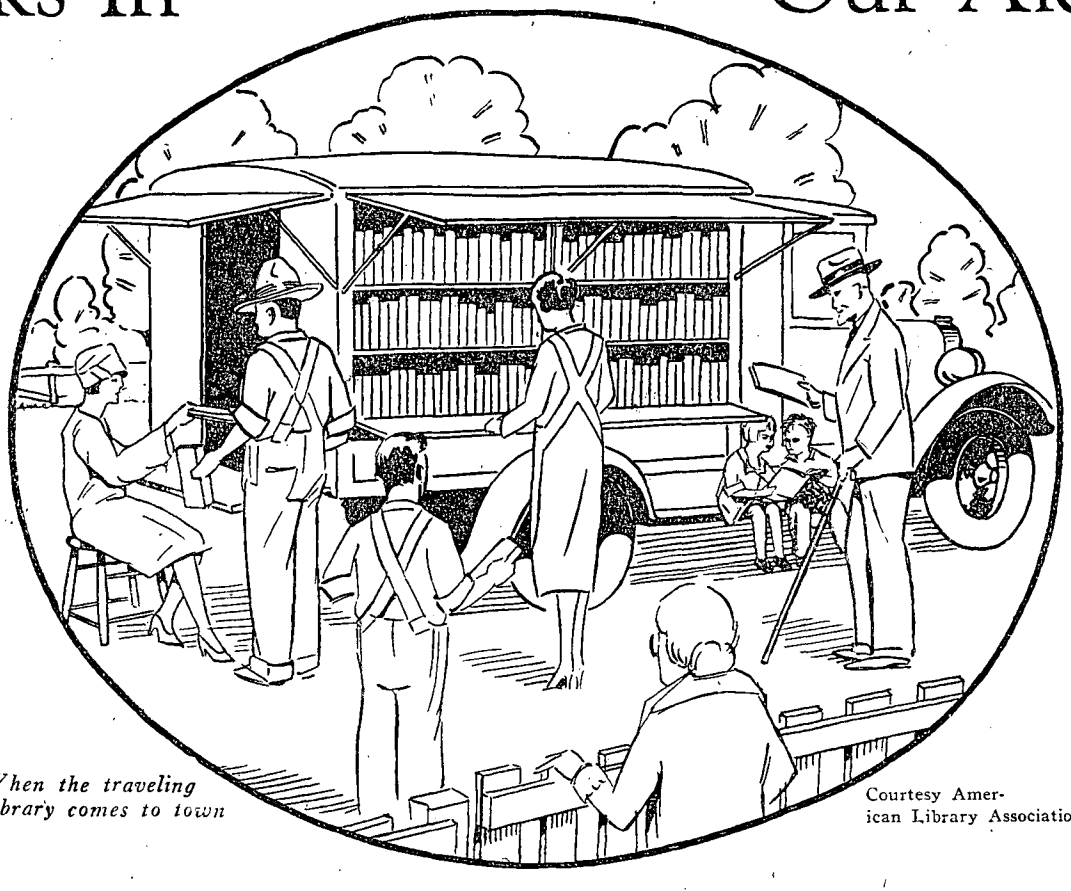
Books In Our Alcove



When the traveling library comes to town

Courtesy American Library Association

Pointers for Practice

PROBATION FOR JUVENILES AND ADULTS, *by Fred R. Johnson. Century. 242 pp. Price $2.25 postpaid of The Survey.*

THIS volume will be of great value to all who are concerned with any aspect of adult or juvenile delinquency, whether from the academic or the practical side. Its clear analysis and suggestive recapitulation in the form of questions at the end of each chapter are especially helpful to a teacher or student of the theory of probation, while the easy style and ample illustrative material furnish interest sufficient to hold the less searching attention.

One point of particular practical value is the distinction between probation and parole and the theory underlying each—a distinction not always recognized even by a sentencing judge, and commonly confused by the layman. On the administrative side, we would commend the stress laid on the importance of the personality of the probation officer, and the practical consideration of the "load" he can carry, as well as his relation to other agencies. Too many are inclined to regard case study as a machine that carries its own dynamo, and fail to recognize that in probation as in all other work with human beings the answer is the personality of the man or woman operating the machine—his ability to sense situations, his perception in weighing the imponderables which in most cases are the weightiest factors of all, and his judgment in selecting, from the mass of fact and fiction presented, the salient points of attack.

Institutional workers, interested in the problems of women and girls, would perhaps like to see two points stressed which are not emphasized in this book: one, the offenses of girls, between the ages of eight and sixteen, as compared with those of boys of the same age, with consideration of the need for closer supervision of girls because of greater difficulty in detecting and preventing their delinquencies as well as because of the greater havoc resulting from their adolescent delinquency. This means a smaller "load" of cases than that laid down for the probation officer and tighter cooperation with other preventive agencies.

The other point that institutional workers would like to see discussed is a closer bond between the probation system and their institutions. It is understandable, though unfortunate, that after probation officers have threatened their charges with commitment as the last resort of the lost, they finally believe the misrepresentations themselves, and come to look upon a commitment as an acknowledgment of the failure of their system, even choosing many times to save its average of "success" at the expense of the real welfare of the probationer. As a result, not infrequently girls of twelve and fourteen, after several failures on probation, come to an institution pregnant and infected with venereal disease although the indications from the start were for custodial care. The subsequent career of this type of case presents a rueful history familiar in every institution for delinquent girls and, to those who are working to repair the wreck, the opportunities for using the institution as a preventive agency seem to have been overlooked.

Perhaps this seems too small a percentage of cases to receive consideration in a text dealing with general prin-

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ciples and procedure, and it is perhaps captious to find omissions in a book so replete with helpful bibliography and allusions, so compact in style and excellent in every way.

MARY D. HARRIS, M.D.

How Britain Insures

SOCIAL INSURANCE, *by Evelyn Martelli. P. S. King & Son, London. 87 pp. Sign Post Series No. 2.*

THIS little pamphlet presents a praiseworthy effort to give to the non-technical reader a concise exposition of the fundamental principles and most important provisions of the complicated structure of British social insurance, including workmen's compensation, health and invalidity insurance, widows' and orphans' insurance, old-age insurance and pensions, and unemployment insurance. Its second purpose is to suggest the most important reforms, extensions, additions and reorganizations within the system. Naturally, the purpose is an ambitious one and it is made more rather than less complicated by the self-imposed narrow space limitations. And the achievement appears much less satisfactory than the effort. Of course the British reader, for whom the pamphlet is intended, does not require any propaganda in favor of social insurance. And so all discussions of need, practicability, justice of the social insurance structure, may be spared. Incidentally, one is tempted to become envious of the law of the social reformer in England, who is thus saved so much of painful elementary educational work still contemptuously referred to in this country as propaganda. But as if to compensate for this disadvantage, the pamphlet is written "from the woman's point of view," thus substituting a certain amount of feminist special pleading for the general propaganda material. The critical analysis of the sex discriminatory features of the British social insurance acts—utterly unnecessary from the point of view of insurance technique and actuarial science—makes a special place for this pamphlet which the simple exposition of fairly well-known statutory provisions that is not technical but nevertheless colorless, would not have earned.

A regrettable feature is the total lack of statistical data as to the extent and results of the various acts.

For the uninitiated but interested layman, a more readable book should be written. But the student of the subject will find himself compensated for the expenditure of forty-six cents by this special discussion of women's interests under social insurance.

I. M. RUBINOW

Guess Your Health Age!

HEALTH BEHAVIOR, *by Thomas D. Wood, M.D., and Marian Olive Lerrigo, Ph.D. Public School Publishing Company. 150 pp. Price $2.00 postpaid of The Survey.*

TRY it on yourself. This should prove a popular indoor sport for parents, maiden aunts, spare uncles and others able to see a joke. The name of the game might be Guessing Your Health Age or Cross Word Puzzles in Hygiene.

Wood and Lerrigo have set a new type of book before us, a sort of perpetual examination from infancy to potential parenthood.

They have built on that innovation of a couple of years ago, Health Education, by the Joint Committee of the National Education Association and the American Medical Association, and erected a structure of habits, skills, attitudes, and knowledges for a half dozen ages of childhood, each a complete four-walled habitation of hygienic life.

Some repetition is inevitable, and until the book is studied seriously school teachers will think it a bit faddish, but the substance is sound, the detail adequate and the conception full of wise and controlled imagination.

Measure its worth by trying to establish your own and your own children's health age. Note your own and their relative retardation. Set yourself to get up-to-date, and in appreciation thank the authors for their pains. Health Behavior will help many a nurse and teacher and parent to carry out a right way of life by example and precept.

Officially this book is described as a Manual of Graded Standards of Habits, Attitudes, and Knowledge Conducive to Health of the Physical Organism, and of Personality, of Community, and Race. A fairly comprehensive order and one filled in a concentrated way for those who are responsible for the direction and guidance of childhood into the ways of modern health.

HAVEN EMERSON, M.D.

Pioneer Publicity

A PUBLICITY PRIMER, *by Laura Underhill Kohn. Publicity Bureau of the National Congress of Parents and Teachers. 124 pp. Price $1.00 postpaid of The Survey.*

THE organization of Parent-Teacher Associations was one of the first manifestations of the new interest in child development. It was a definite realization that the home and the school must be correlated for the proper interpretation of child life. The movement was so necessary and apparent that the growth was almost phenomenal. Parent-Teacher Associations sprang up in all parts of the United States, the interest varying with locality and personnel. Within the past few years other organizations for child study have swept the country, stimulating intensive study on the part of both parents and educators. The announcement of a Publicity Primer, by the pioneer organization, is awaited with great interest, for it is hoped that it will explain the underlying principles of the movement and the methods which were used to bring the benefits of the organization to the public.

Qualifications necessary for successful publicity are carefully worked out. Carefully defined, this means sufficient knowledge of journalistic methods to present material inoffensive to the press. Journalistic methods are emphasized throughout. No volunteer, however inexperienced, need dread an interview with the city editor after carefully studying all the requisites and heeding a few "don'ts." The difficulties are in the omissions. A few programs of existing associations are inserted, but no guiding principles as to what a publicity director should offer. No definition of the scope of a publicity director of a Parent-Teacher Association is attempted; the principles laid down are so wide that they might apply equally to any type of publicity director, and it must be remembered that this is a primer for volunteer workers. If the person in charge of publicity is a volunteer, it may be assumed that some definition of scope of material and characterization of work should be made. An interested parent, however intelligent, usually needs some aid in defining the principles underlying a Parent-Teacher organization and the relation of her position to the organization and especially some outlook as to future possibilities and limitations.

Organization methods treated in the primer are largely those of functional organization, such as relation of local unit to state or national. Matter for publicity workers is largely omitted. Programs have (*Continued on page* 439)

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THE ADMINISTRATOR'S GUIDE

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RUNNING KNOWLEDGE

(*Continued from page* 425)

diseases, such as tuberculosis or hook-worm, or in still others to the testing of a special method, such as public-health nursing of a specialized or generalized type. (See The Survey, Feb. 15, 1927, p. 634.)

For the health demonstrations, communities have been selected on the basis of their interest, cooperative attitude and general representative character. The method has been to establish a health service which provides the best we know at present and then to watch the results over a period of years. Results are measured in several ways, such as reduction in mortality, heightened interest in health and health-promotional activities (of which increased public expenditure for health purposes is one of the more obvious indexes), and progress in terms of the improved community-health machinery. There have been demonstrations also in the field of school counselling and visiting teaching, and recently it has been proposed that the baffling problem of destitute, homeless men in New York City be studied by means of a five-year experiment.

Perhaps nowhere else in the world has community thought and life been so deeply influenced as in the United States by basic population changes. Shifts in age composition, density and national background are taking place rapidly all over America and both social workers and investigators are hopelessly handicapped without up-to-date data. To know the population of our cities and their neighborhoods and of our rural communities requires constant research.

The gathering of facts on population is largely in the hands of the United States Census Bureau, but local health departments and public-school systems occasionally supplement this information, and in a few instances privately supported research enterprises add to the fund of knowledge. An outstanding example of demographic research under private auspices has been that of the Bureau of Jewish Social Research on the Jewish population in our communities, while the extensive study of intermarriage in New York City in 1921, by Julius Drachsler, is one of the rare examples of a large demographic study accomplished by a single individual. Studies of block population by Hull House and the University Settlement in New York, later by the Departments of Sociology at Columbia and Chicago and by that of Social Service Administration at the University of Chicago are other examples of privately conducted demographic studies. Enterprising business organizations are entering this field as in the population studies by the Metropolitan Life Insurance Company and the American Telegraph and Telephone Company.

In studies of causation, the fact-finding process, though necessary, is secondary in importance to the analytical and interpretive processes. This approaches what we like to describe as "pure research"—though it might be well to remember that it is harder to keep impurities out of this product than out of some of the more modest contributions. A social scientist, Morris R. Cohen, recently said that it is of importance to recognize "that social science is for the most part concerned . . . with the laws about the relation of very complex patterns of events to one another." Similarly, social workers are interested in watching the complex interaction of factors in the lives of persons and communities. But both scientists and social workers have much to do before they can establish scientifically any relations between these patterns. Social workers are, however, in a favored position to find many of the smaller elements which enter into the making of the larger complex patterns. Their minute examination of situations in human life should enable them to find new components of social relationships, and to see the operation of social factors not apparent to other observers.

In the study of causation, it is well perhaps to distinguish between immediate causes of occurrences and those ultimate causes toward which we so earnestly yearn but which we never find. Birth-rates decline, population shifts, prices rise, crimes increase or decrease, presumably as the results of long chains of complex circumstances, inquiry into which might, if there were data, be pressed back indefinitely to innumerable antecedent circumstances. But there is little data, and these questions are largely unanswered. Life does flow on, however, and what we are living now is also a link in the long chain of causation.

We are now beginning to gather and keep records of social facts; perhaps in the future we can look back and analyze out some of the "causes" which were operating before our own eyes, viewing our own enterprises as links in the chain of causation.

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(*Continued from page* 437)

been inserted as illustrations of method but they fail to stimulate interest or imagination. In a community devoid of organization and unused to community activity, the book would prove helpful, although the methods presented are intricate; in a highly organized community, boasting of other groups interested in child development, the subject matter would prove very trite.

MARION SCHAFFNER

MODERNIZING THE COLLEGE, *by A. Monroe Stowe. Knopf. 126 pp. Price $1.50 postpaid of The Survey.*

MODERNIZING the College adds to the current criticism of the American college as a tradition-bound institution. Its earlier chapters narrate the stages in a conflict between the "progressive" and the "traditionalist" factions in a college that tried, under urgency from lay critics, to "modernize" its curriculum. The book is so frankly partisan that it disposes of "traditionalist" views as prejudice, propaganda or complacency. Both camps will applaud the author's major contention that the college should state "aims in harmony with American ideals" and then see to it that its required courses at least contribute to the realization of its aims. The clash begins with the definition of practical means of attaining these desirable ends. Professor Stowe finds the social sciences especially apt for the purpose. Especially wrath-provoking to the traditionalist is the suggestion that the construction of the curriculum may need to be left in the hands of lay trustees, professionally trained administrators, educational experts or some combination from this group, with faculty representation only. The last chapter contains an admirable statement of objectives for the liberal arts college and comments upon various methods of reaching them: but since the author inveighs against the conservatism of the college, it is only fair to note that all the improvements suggested are at present in operation in one or another of the major colleges.

AMY KELLY

IVY LEE, *publicist, student of public opinion and advisor to great business interests, has made the kind of trip to Russia that you would like to make and presents the facts about Russia you would like to know in this new book*

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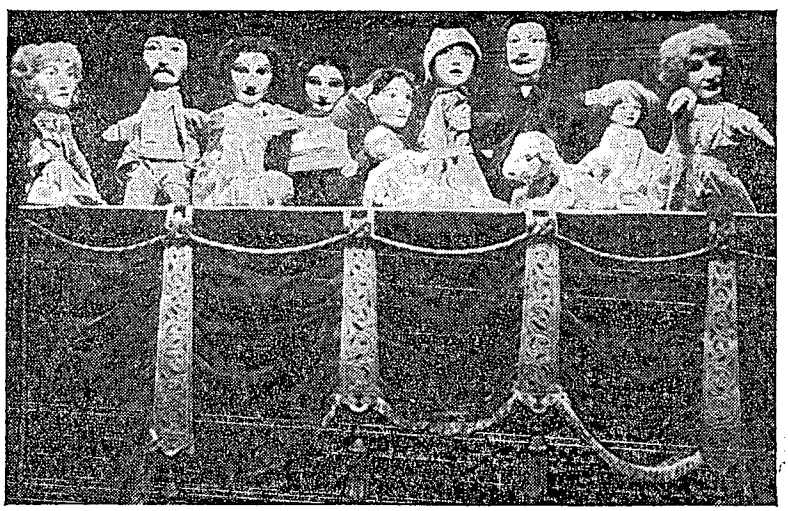
Telling the Story With Puppets

THE puppet show devised by the Children's Bureau of Philadelphia was given twice daily in the show-window of the Stetson Hat Company, Chestnut Street, Philadelphia, during the first week of the Welfare Federation drive for funds last November.

The puppets were designed, carved and dressed to represent the members of the needy families before and after receiving the bureau's service, and those who individually helped in these services—doctor, nurse, visitor, and foster-family mother, not forgetting Towser the dog, who always brought a laugh from the crowd.

The stories of the two shows, told in verse, were shown in a frame below the puppet stage, and each performance was seen by as many men, women and children as could crowd themselves on both sides of Chestnut Street, one of Philadelphia's popular business streets. This application of one of the oldest forms of entertainment to social work seemed to make a wider appeal than any window display heretofore made in connection with the federation campaigns.

Further details of the puppet show may be had by writing to Leigh Mitchell Hodges, Children's Bureau, 311 S. Juniper St., Philadelphia, Pa.

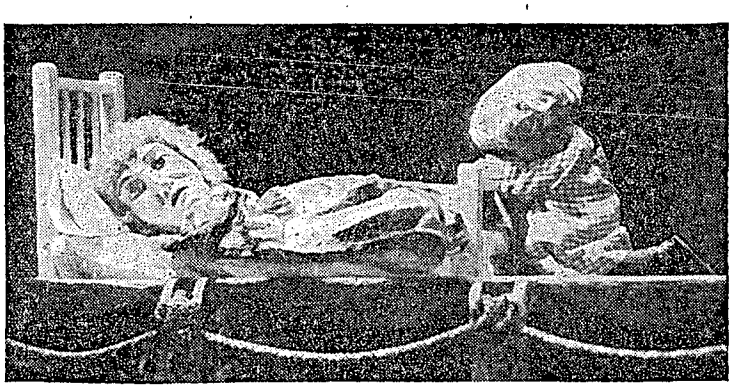


Reading from left to right, we have the sick mother, the non-supporting father, the foster-family mother, the well boy after foster-family care, the sick boy, "Baby Betty", the Children's Bureau visitor, the doctor, "Towser", little Jane, and the well mother waiting to welcome her two children home again.

JANE and John would love to play
In the happy childhood way,
But their father drinks, and so
"Home" is but a place of woe.
Doctor makes a diagnosis,
"Mother has tuberculosis"—
Children's Bureau takes the case;
Finds a pleasant, healthful place
For the woman; puts the pair
In a foster mother's care:
She is good to them and kind.
Slowly to the father's mind
Comes a change; meantime the mother
Grows more strong: and ere another
Year has come, the four together
Face a spell of fairer weather.

The Children's Bureau visitor is about to take "Baby Betty" to a foster-family mother who will care for her until the sick mother comes back home

Jane's mother has had to give up at last—tuberculosis—and when everything looks dark the little girl kneels to pray for help. Never a crowd without tears when this part of the show was on—even the traffic policeman



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GOSSIP: of People and Things

Two New Chests

WASHINGTON, D. C., will organize a community chest during the fall and plans its first financial campaign for next January.

Pittsburgh, after two years of careful study with the assistance of W. F. Maxwell, formerly director of the chest at Harrisburg, Pennsylvania, has completed final arrangements for its community chest. The first campaign will be held this fall. Augustus K. Oliver is president and W. F. Maxwell executive director.

Behavior Research Study

THE BEHAVIOR RESEARCH FUND of Chicago will assign several research fellowships, to become effective October 1, in psychology, psychiatry, psychiatric social service and recreation. Preference will be given to candidates who have demonstrated their fitness to carry on original research. Applications should be filed by July 15 with Behavior Research Fund, 907 S. Lincoln St., Chicago.

Billikopf Honored

THE honorary degree of LL.D. has been conferred by the University of Richmond upon Jacob Billikopf, executive director, Federation of Jewish Charities of Philadelphia, and member of the board of Survey Associates. Mr. Billikopf came to Richmond from Russia when he was twelve years old, couldn't speak a word of English and had to start in the first grade of school. Before he was fifteen the immigrant boy had graduated from high school, after which he attended the University of Richmond, then the University of Chicago. Through his efforts, the first legal-aid bureau in this country came about, the first tax-supported mothers' assistance fund, and the first municipal farm for petty offenders. For many years he has been impartial chairman of the Men's Clothing Industry of New York.

S.C.A.A. Staff at Columbia

SOPHIE VAN S. THEIS, Stanley P. Davies and George A. Hastings—all members of the staff of the State Charities Aid Association, New York—are on the faculty of the Extension Department, Columbia University for next year. Miss Theis will repeat her course of this year on the placing out and supervision of children in family homes; Dr. Davies' course (second semester) will be on Mental Factors in Social Maladjustment; Mr. Hastings will give a course on Education and Public Opinion in Social Welfare, the first of its kind to be given at Columbia.

Jacobs to give Courses

TWO EXTENSION COURSES in public health will be given by Dr. Philip P. Jacobs of the National Tuberculosis Association, in cooperation with Columbia University. Principles and Problems of the Public Health Movement will be a course of sixty lectures, beginning September 27, covering: Health of the Child, Hygiene of the Mind, Health in the Home, Health in the Community, Control of Tuberculosis, Control of Cancer, Prevention of Heart Disease, Social Hygiene, Prevention of Blindness. The second course, two weeks in January, will be on Methods in Health Publicity.

National Conference Expands

LUCY LAY, formerly with the State Board of Charities and Public Welfare of North Carolina, will join the headquarters staff of the National Conference of Social Work on September 1. She will have charge of membership promotion and educational publicity. May Wilcox, who has had charge of the membership records for the past four years, has resigned, effective August 1.

Canadian Conference Elections

AT its first annual meeting in Montreal, the Canadian Conference on Social Work elected the following:

Honorary Presidents: C. J. McNeely, Vancouver; Edouard Montpetit, Montreal; Dr. Helen R. Y. Reid, Montreal; C. J. Ferguson, Winnipeg; W. S. Hall, Halifax.

Past President: C. A. Dawson, Montreal.

President: Dr. C. M. Hincks, Toronto.

Vice-Presidents: E. H. Blois, Halifax; F. N. Stapleford, Toronto; Mrs. Cameron Parker, Toronto; Rev. Father Joseph Haley, Toronto; Rev. J. Phillips Jones, Toronto; Rev. M. C. MacLean, Toronto; Robert E. Mills, Toronto; Dr. J. A. Baudoin, Montreal; A. P. Paget, Winnipeg.

Honorary Treasurer: J. H. Michado, Ottawa.

Chairmen of Divisions—Health: Dr. A. Grant Fleming; Family: G. B. Clarke, Montreal; Children: Robert E. Mills, Toronto; Rural and County Organization: D. B. Harkness; Juvenile Courts and Probation: E. H. Blois, Halifax; Community Organization: J. Howard T. Falk, Montreal.

Miscellaneous

BOYS' CLUB FEDERATION held its twenty-second annual convention in Birmingham during May, with 71 clubs represented from 22 states and Canada. The group-discussion method was emphasized through the convention. New directors elected are: T. D'Arcy McGee, Ottawa; John W. Lalor, Toronto; S. M. Garwood, Little Rock, Ark.

DENVER HELD ITS FIRST city conference on social problems June 7 and 8. Reports were made on intensive studies of Adolescent Youth in Denver, The Broken Family, Delinquency, Unemployment, Health Conditions, Our Spanish-Speaking Neighbors.

NEW ENGLAND SECRETARIES of Community Chests met in New Bedford, Massachusetts, June 15 and 16. This group gathers three times a year, meeting in various cities in rotation where community chests are established factors. Fred Emsley Hilton of New Bedford was in charge of arrangements for the June meeting.

SEVENTY-TWO STUDENTS and twelve professors, representing thirteen colleges and universities in Kansas and Missouri, attended the two-day Vocational Conference on Social Work held in Kansas City recently under the auspices of the Kansas City Chapter of the American Association of Social Workers.

FOURTEEN ORGANIZATIONS concerned with the direction of recreation and character-building activities for the girls of Greater New York City have joined hands through the organization of a Girls' Work Section of the Welfare Council of New York. Mrs. Philip Le Boutillier was elected chairman of the section, and Ann Hynes vice-chairman.

THE BLUE RIDGE INSTITUTE for Social Work Executives, now an annual affair, meets at Blue Ridge, North Carolina, July 15 to 28. Fifteen executive problems will be discussed in informal round tables, each led by an authority. The afternoons are left free for recreation—golf, tennis, riding, swimming, hiking. Everybody pays his own way. The expense is low. For details write or wire Arthur A. Guild, Richmond Community Fund, Richmond, Va., or Blue Ridge, N. C.

AN ANNUAL REPORT that deserves mention is that of the Consumers Cooperative Services, Inc., New York City, an organization which operates cafeterias, food shops, a bakery and several circulating libraries. Although the statistical section of the report is placed first, its attention value is enhanced by a vivid two-color chart showing the total business, gross revenue and net earnings. The story of the year's work is a clever piece of reporting by Stuart Chase, restating the philosophy of cooperation, and pointing it up with facts. The main office of the Consumers Cooperative Services, Inc., is at 54 Irving Place, New York, N. Y.

SIMPLICITY, ORDER, SYSTEM in the Chapter Office is the subject of a suggestive article in the Red Cross Courier for June 1. A word picture is given of the office arrangement and system in a social agency with a staff of three in a city of twenty-five thousand. Edna E. Pundt, executive secretary, Oil City Chapter, A.R.C., is the author.

CHARLES S. JOHNSON, editor of Opportunity, Journal of Negro Life, and Director of the Department of Research and Investigations of the National Urban League, has resigned these offices to assume the directorship of the newly organized Department of Social Science of Fisk University.

MARTS & LUNDY, INC., directors of financial and publicity campaigns for philanthropic purposes, are the successors to Hedrick, Marts & Lundy, Inc. Edward W. Macy continues as director of the Publicity Department.

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News On the Big Time

* * * Amelia Earhart, social worker of Boston, left recently for a trip to London and points East. Miss Earhart traveled by air, a route seldom used by social workers. A sketch of Miss Earhart, written by a fellow worker, appeared in the July issue of Survey Graphic. The Graphic is the better foot we put forward on the first of each month.

* * * Miss Earhart's name is pronounced AIR-HART. The first of our readers to refrain from the obvious pun, will receive honorable mention in this column.

* * * Capt. Hilton H. Railey, co-author of Social Certainties, in Survey Graphic of July, 1922, was instrumental in arranging Miss Earhart's flight. Capt. Railey lives in Boston (sometimes known as the Paris of New England) and is a director of the Fiscal Service Corporation, which raises money for social work. He is a friend of Bob Kelso—obviously.

* * * As there is no Atlantic Ocean between St. Louis and New York, two social workers on the staff of the St. Louis Provident Association—Ruth Sutherland and Ivy Van Etten—recently jaunted from St. Louis to Broadway via motor cycle. They were not, at the time, on case work assignments.

* * * Visitor (of the St. Louis Provident Association staff): What is your occupation?

Mrs. G.: I don't work—I have a husband.

Ah, how true.

* * * A. R. writes, after attending the Pacific Coast Conference of Social Work at Yosemite: "Hiking, motoring to Mirror Lake or Happy Isles, swimming, tennis, horseback riding, conference follies, dancing out-of-doors, after-the-conference meeting, stars above, the torrent of Yosemite Falls eerie white in the moonlight, bonfire dying low—with recreation such as this, what social worker would not forget old fears and inhibitions?"

Just what do you mean, Anne?

* * * A lady friend of ours who is also a social worker, reports the following in a letter she recently received: "But like most men in social work, he's an attractive but lazy wretch."

To arms, my braves!

* * * "She [Jane Allen, director of the N.O.P.H.N.] emphasized the importance of thorough and competent professional supervision of rural nurses—supervision which provided instruction and leadership and not merely 'snooper-vision'." *Stet!*

* * *

The world improves. Three of the worst puns committed in the name of social work are reported in the Buffalo News by Frederic Almy, first secretary of the first family-welfare society:

"Some years ago three Buffalo tramps were walking from Buffalo to Niagara Falls. They went on the Canadian side, passing opposite Tonawanda, and through Chippewa. One was Robert Cameron Rogers, who wrote later a song known now all over the world, The Rosary. The second became chancellor of the University of Buffalo, and the third secretary of this city's Charity Organization Society. It had become a custom of the trio, on their walks here and abroad, if one made a pun for the others to cap it if they could.

"In the course of the walk the poet said casually, 'Are we Ni-agara?' There was a pause. The future chancellor then added this question, 'How far is Chipp-awa?' The third brooded long but at last hatched this: 'Are we near Ton a wanda?' After which there was rest, for a while."

* * * Paul U. Kellogg, editor of the best magazine for social workers and those with social vision (advt.), left some time since, by water route, for England, France, Germany and Europe.

* * * John Palmer Gavit, money magnet of The Survey, preceded him.

* * * Howard R. Knight, the w.k. gensec of the Nat. Conf., followed him.

* * * Anita Eldridge, of usually-sunny California, follows them all, stopping off for inspiration and a bouquet at ye ed's office. [Note to printer: Take out "bouquet" in this sentence and substitute "kind word." We'd better not establish a precedent.]

* * * A good time was had by all but the audience, at the Broadway production of the Sob Trial. This clever mock trial perpetrated by Mary Swain Routzahn and her pals, was first presented by the Comm. on Pub. Methods in Soc. Wk at Memphis, and was so successful it was put on the Big Time Circuit. At the New York première, Shelby Harrison, a juror, interrupted the proceedings to ask the Court: "Your honor, may I be excused? I informed you when the jury was drawn that I didn't feel well. I feel worse now."

The old meaney!

* * * Merle MacMahon of Dayton and Effie Doane of Des Moines were two visitors in our midst recently.

Elections and Appointments

GOLDIE ALLEN, appointed itinerant public-health nurse A. R. C. for Avery County, N. C.

RUTH BEEN, now executive secretary of the Chicot County Chapter, A. R. C., Lake Village, Ark.

MARY P. BILLMEYER, now field nurse for Bureau of Nursing and Child Hygiene, Oregon State Board of Health.

RALPH H. BLANCHARD, formerly executive secretary Niagara Falls Community Chest, now on staff of Association of Community Chests and Councils.

RUTH BRADBURY, now executive secretary Mt. Vernon, N. Y., Community Chest, succeeding Homer Wickenden.

MARY BRADLEY, formerly case worker in Brooklyn, now executive secretary of the Sebastian County Chapter, A. R. C., Fort Smith, Ark.

MARGARET BULLEN, appointed to the staff of the Pacific Branch Office, A. R. C., as field representative for Utah.

LAVAL CALHOUN, now executive secretary Richland Chapter, A. R. C.

EDWARD H. CAVIN, formerly secretary Maryland Children's Aid Society, now secretary of the new Florida State Department of Public Welfare.

WILLIAM N. CHEW, now educational secretary Philadelphia Health Council and Tuberculosis Committee.

H. E. DOWNEY, formerly field representative in northern Illinois, has been appointed staff assistant in chapter service in the Midwestern Branch, A. R. C.

WILBUR FISCHER, formerly with Louisville Community Chest, now executive secretary Sharon, Pa., Community Chest, succeeding H. O. Hunter.

RUSSELL FORBES, now secretary National Municipal League.

ANNE C. GALWAY, hospital social worker at the National Soldiers Home, Sawtelle, California, now with Letterman General Hospital, San Francisco.

BERTHA HARMER, R.N., formerly assistant professor in the School of Nursing, Yale University, and author of Principles and Practice of Nursing, now director of the McGill University School for Graduate Nurses, Montreal.

ANNE HASBROUCK, formerly with Brooklyn Health Council, now superintendent Reconstruction House at Elmira, N. Y.

NANO HONECK, now executive secretary Social Service Exchange, Fort Wayne, Ind.

JULIA W. HOPKINS, elected chairman of division on family case work, Georgia State Conference of Social Work, and chairman of newly organized Social Workers' Club of Savannah.

CECELIA P. HOUSTON, appointed nursing field representative, A. R. C., for eastern Pennsylvania.

MARIA JOHNSON, field representative, A. R. C., for Nevada and Utah for the past three years, now assistant to Matilda Harris, assistant national director of nursing service in the Pacific Branch Office.

R. W. HOPPER, commissioner of the Ottawa, Ont., Social Service Department, now executive secretary, Ontario Society for Crippled Children.

JOHN S. KEEFE, appointed superintendent Boys' Club, Holyoke, Mass., succeeding George W. King, deceased.

PHILIP L. KETCHUM and Mrs. Ketchum, formerly in Denver, now with Organized Charities of Tucson, Ariz., the former as superintendent.

KATHERINE T. KIRWIN, formerly with Children's Aid Society of Baltimore County, now secretary Maryland Children's Aid Society, succeeding Edward T. Cavin.

MARJORIE LACEY-BAKER, now financial secretary New York Nursery and Child's Hospital.

RUTH A. LERRIGO has joined the staff of Better Times as assistant managing editor.

MARY H. LIVERMORE, formerly Children's Agent, Orleans County, New York, now with the central office staff, State Charities Aid Association of New York.

F. M. MCBROOM, executive secretary Savannah Community Chest, elected chairman program committee, Georgia State Conference of Social Work.

HAROLD MATHEWS, formerly with the Georgia Public Welfare Department, now secretary Missouri State Conference.

S. A. MATTHEWS, formerly a judge of the Juvenile Court in Kingsport, Tenn., appointed field representative, A. R. C., in the Midwestern Branch territory.

LOUIS C. MIRIANI, now director of Legal Aid Bureau of Detroit Bar Association, succeeding Otto G. Wismer.

J. STERLING MORAN appointed field representative A. R. C., and will cover the state of South Carolina.

FRED W. MORRISON elected executive secretary Community Chest of Santa Clara County, San Jose, Calif., succeeding J. H. Rainwater.

DR. PAUL F. ORR, formerly with Michigan State Department of Health, now health commissioner, City of Toledo.

DOROTHY PERCY, now publicity worker for the Victorian Order of Nurses for Canada, Ottawa.

RUTH PFEIL, formerly public-health nurse in Columbia County, Wis., will become public-health nurse of Fond du Lac County, Wis., on August 1.

DOROTHY PHELPS, formerly secretary Association for Community Welfare, Fall River, Mass.,

(*Continued on page* 445)

LITERATURE

CHILD HEALTH IN SMALL COMMUNITIES—Bulletins describing the Commonwealth Fund child health demonstrations in small cities and rural counties. No 2, Marion County, Ore. No. 4, General review of four demonstrations. No. 5, Fargo, N. D. No. 6, Rutherford County, Tenn. Mailed free on application to Director of Publications, Room 1648, 370 Seventh Avenue, New York.

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ON THE HEALTH BANDWAGON

(*Continued from page 420*)

with the milk and the washing of hands and the bits of rest marching along with the rhythm of the meals, a "short happy evening at home" coming in its proper place and a self-denying ordinance—"No candy or sweets between meals"—bringing up the rear triumphantly. It is a serious business, this book-keeping of the day's habits, and every "yes" mark is a vote for a habit that will spell good health for the voter.

It must not be supposed that this 100 per cent program of daily health has been introduced in Fargo without a struggle. Like most folks in cold climates, a good many Fargoans used to believe in good hot food with no "cow feed," tight windows to keep the cold out, and not too much nonsense about bathing. One little girl who was asked to report how often she bathed, replied tersely and practically, "Once in a while when it's dark." A small boy remarked that he used to brush his teeth, but the boarder had moved away and had taken his toothbrush with him. The virtue of the daily health record is that for such youngsters and for the children of the local college professor alike the essentials of health are plainly and uncompromisingly set forth in a form which allows the teacher to drive home by all her arts and wiles the utter rightness of healthful living and the utter wrongness of any substitute therefor. And she has been so successful that the children of one school literally drove out of business a candy shop that sought their between-meal trade.

Every six weeks, with the nurse and teacher officiating, the children are weighed and measured, and no opportunity is lost to drive home the point that good habits and good gain usually go together. And the children—and their parents—get the point. As one small girl wrote in a "composition":

> How I am now mamma says is from oatmeal and milk. Ever since the Health Records came out I have tried to keep them up. My weight is 60 pounds. I am 10 years old. Mamma didn't care for it at first but now she likes it. Our home is much cleaner. We had it clean before, but Oh! there is so much difference now. My room has two windows in it. Mamma says I can open them as far as I care. We used to open our windows from the bottom, but now we open them from the top. I have always told the children at home how to keep health rules since I was in the 2B.

Four or five times during the first eight years of schooling, each boy and girl (unless the parents object, as a small minority do) is given a careful medical examination by the school physician, who is a part-time assistant on the health officer's staff. Once a year the public-health dentist looks over all the teeth of the public and parochial schools. And when there is need for the doctor or the dentist to officiate, the teacher and the nurse join in a persuasive campaign which, sooner or later, is pretty sure to produce results even when the parents are careless or indifferent. Not all bad teeth and tonsils and round shoulders and overworked eyes are relieved—for Fargo is still a long way from the millennium. But the city of Fargo does its best to make plain to mothers and fathers just what handicaps bar the way to robust childhood, and the results are measured in hundreds of happier children every year. And it has not neglected the other jobs that fit together into a streamline organization for public health; beginning with the baby in the cradle—and earlier—it has arranged health safeguards for citizens of all ages.

Doctors in Fargo report that they are seeing more "well" children. Produce dealers declare that they have to stock ten times as much spinach now as they did five years ago. A visitor from the government service commented on the scarcity of new tin cans in the city dump. Fargo calls itself "the biggest little city on earth," and statistics show that its babies and "preschool" children—if not the biggest on earth—do weigh more, age for age, than the American average. Fargo is "sold" to the extent of raising its health budget to about $1.50 per head—less than either the police or the fire department costs—which buys the service of a full-time health officer, a part-time medical assistant, a public-health dentist, a dairy and sanitary inspector, a supervisor of health education, and six visiting nurses. Here is a health plan which hangs together and which, very decidedly, is going somewhere.

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AMERICAN BIRTH CONTROL LEAGUE, INC.—Margaret Sanger, President, 104 Fifth Avenue, New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year.

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 617 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 617 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

AMERICAN SOCIAL HYGIENE ASSOCIATION—370 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

AMERICAN SOCIETY FOR THE CONTROL OF CANCER—Dr. George A. Soper, managing director, 25 West 43rd Street, New York. To collect, collate and disseminate information concerning the symptoms, diagnosis, treatment and prevention. Publications free on request. Annual membership dues, $5.00.

ASSOCIATED GUIDANCE BUREAU, INC.—16 East 53rd Street, New York. Telephone: Plaza 9512. A non-sectarian, non-philanthropic child guidance bureau, employing highest social work standards. Supplies, trains, and supervises carefully selected governesses, tutors, companions, and play leaders. For information address Jess Perlman, Director.

THE BOY CONSERVATION BUREAU—90 West Broadway. Suggests all-the-year-round Home Schools for needy boys. Tel. Walker 0313. E. W. Watkins. Exec. Sec'y.

CHILD WELFARE COMMITTEE OF AMERICA, INC.—730 Fifth Avenue, New York. To secure home life for normal dependent children in preference to institutions; to secure Mothers' Allowance laws in states having none; to urge adequate appropriations for home aid; to promote proper laws affecting adoption, boarding out and placing out of dependent children; to aid in the enforcement of these laws. States Council of Committee comprises volunteer representatives in practically every state. Sophie Irene Loeb, President; Governor Alfred E. Smith, Honorary President; Margaret Woodrow Wilson, First Vice-President; Edward Fisher Brown, Executive Secretary.

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director. 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phases of child welfare in which they are interested.

THE CHILDREN'S VILLAGE, INCORPORATED—Dobbs-Ferry-on-Hudson, New York. A national, non-sectarian training school scientifically equipped for the study, education and development of problem boys and girls, on commitment and by private arrangement—ages 7 to 16. Supported largely by voluntary contributions. For further information address Leon C. Faulkner, Managing Director.

COUNCIL OF WOMEN FOR HOME MISSIONS—105 East 22d St., New York. Composed of the Protestant national women's home mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperation in action.
Florence E. Quinlan, Executive Secretary.
Migrant Work, Laura H. Parker, Secretary.
Religious Work Directors in Government Indian Schools.
Bureau of Reference for Migrating People, follow-up of New Americans.
Women's interdenominational groups—state, county, and local—are affiliated.

EYE SIGHT CONSERVATION COUNCIL OF AMERICA—L. W. Wallace, President; Guy A. Henry, General-Director, Times Bldg. New York. Conducts a national educational campaign to promote eye hygiene. Urges correction of eye defects, protection against hazards, proper lighting. Comprehensive publications—lantern slides—lecture material. Cooperation of social agencies invited.

FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA—Constituted by 28 Protestant communions. Rev. C. S. Macfarland and Rev. S. M. Cavert, Gen. Sec's; 105 E. 22nd Street, New York City.
Dept. of Research and Education, Rev. F. E. Johnson, Sec'y.
Commissions: Church and Social Service, Rev. W. M. Tippy, Sec'y; International Justice and Goodwill: Rev. S. L. Gulick, Sec'y; Church and Race Relations: Dr. G. E. Haynes, Sec'y.

FOUNDATION FOR STUDY OF PROHIBITION AND THE NEGRO—H. J. Mason, Director, Research and Publicity. M. W. Dogan, President; I. Garland Penn, Founder. Wiley College, Marshall, Texas.

GIRLS FRIENDLY SOCIETY IN AMERICA—15 East 40th Street, New York. Girls and women working together to uphold Christian standards of daily living in the home, in the business world, and in the community. Numbers nearly 60,000, with branches in 44 states.

NATIONAL COUNCIL OF WOMEN—370 Seventh Ave., N. Y. C. Clearing house for 35 women's organizations. Valeria H. Parker, M.D., President.

THE LEAGUE TO ABOLISH CAPITAL PUNISHMENT—A national organization. 104 Fifth Avenue, New York City. Dr. George W. Kirchwey, Chairman; Vivian Pierce, Executive Secretary. Organized to abolish capital punishment in every state and in the District of Columbia. Annual membership $1, $5, $10, and $100, including monthly Bulletin.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Mabel Cratty, general secretary, 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries to cover work in the United States in 1,034 local Y. W. C. A.'s on behalf of the industrial, business, student, foreign born, Indian, Colored and younger girls. It has 159 American secretaries at work in 49 centers in the Orient, Latin America and Europe.

NATIONAL CHILD LABOR COMMITTEE—Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

NATIONAL CHILD WELFARE ASSOCIATION, INC. (est. 1912, incorp. 1914), 70 Fifth Ave., N. Y. C. (tel. Algonquin 9690). Promotes as its chief object the building of character in the children of America through the harmonious development of their bodies, minds, and spirits. Its method is, in cooperation with other organizations, to originate and disseminate educational material in the form of posters, books, bulletins, charts, slides, and insignia. Through its "Knighthood of Youth" it provides homes, schools and church schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlison, Gen. Sec'y.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feebleminded-ness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin" monthly, $1.00 a year.

NATIONAL CONFERENCE OF SOCIAL WORK—Porter R. Lee, president, New York, N. Y.; Howard R. Knight, sec'y, 277 E. Long St., Columbus, Ohio. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quartely Bulletin. The fifty-sixth annual meeting of the Conference will be held in San Francisco, California from June 26th to July 3rd, 1929. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Rover, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

Courage

"COURAGE," wrote Amelia Earhart in her famous poem, published in Survey Graphic for July, "is the price that Life exacts for granting peace."

Not a dozen people who read this are equipped to test their courage in the air, but there is not one whom Life does not challenge any day to do a courageous thing and so attain to peace of the soul.

The fact that Miss Earhart plans to return to social work, is a clear call to social workers to recognize their profession not as a routine of trivialities but as a great adventure calling for a staunch and ever-ready courage.

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DIRECTORY OF SOCIAL AGENCIES

NATIONAL CONGRESS OF PARENTS AND TEACHERS—Mrs. A. H. Reeve, President. Mrs. A. C. Watkins, Executive Secretary, 1201 Sixteenth Street, N. W., Washington, D. C. To develop cooperation between home and school, and an informed public opinion which will secure highest advantages for all children.

THE NATIONAL TRAINING SCHOOL FOR INSTITUTION EXECUTIVES AND OTHER WORKERS—At the Children's Village, Dobbs-Ferry-on-Hudson, New York. To furnish adequate training to properly qualified people wishing to engage in, or already engaged in, institution work. Provides opportunity for carefully guided study in all phases of institution management and activities. Aims to furnish a trained personnel for child caring Institutions. The first and only school of its kind in the country. For further information address Leon C. Faulkner, Managing Director.

NATIONAL HEALTH CIRCLE FOR COLORED PEOPLE, Inc.—370 Seventh Avenue, New York City. Col. Theodore Roosevelt, Honorary President; Dr. Jesse E. Mooreland, Pres.; Dr. George C. Booth, Treasurer; Miss Belle Davis, Executive Secretary.

To organize public opinion and support for health work among colored people.
To create and stimulate health consciousness and responsibility among the colored people in their own health problems.
To recruit, help educate and place young colored women in public health work.
Work supported by memberships and voluntary contributions.

NATIONAL TUBERCULOSIS ASSOCIATION—370 Seventh Ave., New York. Dr. Theobald Smith, president; Dr. Linsly R. Williams, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 17 Madison Ave., New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

NATIONAL WOMEN'S TRADE UNION LEAGUE—Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; 311 South Ashland Blvd., Chicago, Ill. Stands for self-government in the work shop through organization and also for the enactment of protective legislation. Information given.

PLAYGROUND AND RECREATION ASSOCIATION OF AMERICA—315 Fourth Ave., New York City. Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization. Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

TUSKEGEE INSTITUTE—An institution for the training of Negro Youth; an experiment in race adjustment in the Black Belt of the South; furnishes information on all phases of the race problem and of the Tuskegee idea and methods; Robert R. Moton, principal; W. H. Carter, treasurer; A. L. Holsey, secretary, Tuskegee Institute, Ala.

THE WOMEN'S FOUNDATION FOR HEALTH, Inc.—370 Seventh Ave., New York. Lenna L. Means, M.D., Med. Dir. To create, among the apparently well, an individual and community health consciousness by interpreting the technique of the health examination and a definitely prescribed health building program with Positive Health as the ultimate goal. Official Text: Handbook on Positive Health, $1.50. Courses in Good Body Mechanics adapted to group and individual needs.

WORKER'S EDUCATION BUREAU OF AMERICA—A cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 476 West 24th Street, New York City. Spencer Miller Jr., Secretary.

(*Continued from page* 442)

now secretary Associated Charities, Poughkeepsie, N. Y.

HAROLD L. PICKETT, now superintendent Brockton, Mass., branch of Mass. Society for Prevention of Cruelty to Children, succeeding Albert B. Carter, resigned.

WILLIAM PINSKER, executive secretary Jewish Educational Alliance of Savannah, is director of publicity, Savannah Community Chest.

EDWARD S. POTTER, now director of extension service, Associated Charities, Washington, D. C.

KATHERINE LORD ROGERS, now executive secretary of Richmond, Calif., Chapter, A. R. C.

HELEN RYSDORF, formerly executive secretary Y.W.C.A., South Bend, Ind., now on staff of city department, National Board, Y.W.C.A., in charge of new organization and promotion work in unorganized areas in Massachusetts, New Jersey and Kentucky.

R. A. SHEPARD, who has been a member of the Mississippi Valley Flood disaster staff, A.R.C., now field representative in northern Louisiana.

KATHERINE SHIVERS, now supervisor, Associated Aid Societies, Harrisburg, Pa.

PAULINE SHULLEY, now family case worker with Lutheran Inner Mission Society, Reading, Pa.

JOHN SLAWSON, director of research and community organization Jewish Welfare Federation of Cleveland, to become on September 1 managing director United Jewish Charities of Detroit, succeeding Morris D. Waldman.

MILDRED G. SMITH, now staff associate, National Society for Prevention of Blindness.

MARY STONE, now executive secretary, Red Cross Chapter in St. Martinsville, La.

WALTER L. STONE, boys' executive, South Bend, Ind., Y.M.C.A., removes to Southern Y.M.C.A. College, Nashville, Tenn., on Sept. 15.

MARY STOTSENBERG, now director Louisville Community Chest, succeeding David C. Liggett, resigned.

DR. EDWARD T. THOMPSON, formerly at Ancker Hospital, St. Paul, now superintendent of Indiana University Hospitals, Indianapolis, succeeding Robert E. Neff.

GERTRUDE THOMPSON, who has been a field representative, A. R. C., in southeastern Texas, has been transferred to western Missouri.

H. A. WALDKOENIG, formerly executive secretary Battle Creek Welfare Fund, now with Ward, Wells, Dreshman and Gates.

MORRIS D. WALDMAN, formerly managing director United Jewish Charities of Detroit, now secretary American Jewish Committee, New York City.

DANIEL C. WALZ, formerly with the Detroit Community Fund, now executive secretary Niagara Falls Community Chest, succeeding Ralph H. Blanchard.

WALTER WHITSON, general secretary Kansas City Provident Association, to become secretary of the Social Service Bureau, Houston, Texas.

W. V. WHITSON elected president and Roland E. Dye secretary, Santa Ana, Calif., Community Chest.

DOROTHY WHITTON, formerly with the Social Service League of Rochester, N. Y., now a district secretary of the family welfare society in Scranton, Pa.

H. B. WILLIAMSON, now field representative in the Midwestern Office, A. R. C.

Resignations

FRANCES CAMERON resigned as executive secretary, Linn County Chapter, A. R. C., Oregon.

TYRA CHRISTENSEN, formerly Camp Fire Girl executive at South Bend, Ind., resigned to join welfare department of Marshall Field & Company of Chicago (retail).

MRS. EDGAR A. DAVISON resigned from the staff of the Georgia State Department of Public Welfare.

MARGARET EDGIN resigned as executive secretary of Benton County Chapter, A. R. C., Oregon.

EDITH KESSLER resigned as secretary Allen County, Ind., Board of Children's Guardians.

KATHERINE KOTTKAMP, formerly with the Midwestern Branch of the Red Cross and then an itinerant public-health nurse in the eastern territory, has resigned.

L. MACINNIS resigned as supervisor of Coordinated Public Health Nurses, Savannah.

GEORGIA NORTH will resign from St. Louis Provident Association on August 1, to be married.

MRS. CHARLES D. SINCLAIR resigned as maintenance secretary, Y. W. C. A. of the City of New York.

ELIZABETH STEIN resigned as extension secretary, Queens Family Welfare Society, New York, to be married.

ETHEL TAYLOR resigned from staff of Child Welfare League of America because of ill health.

ANNA BELLE TRACY resigned as executive secretary Cleveland Chapter, A. R. C., to study at New York School of Social Work.

MARGARET VAUGHAN resigned as visitor for Savannah Family Welfare Society.

CHARLES F. WILINSKY, M.D., for some years assistant director Boston Department of Public Health in charge of the new health centers, and for three years past secretary of the Boston Health League, discontinued these services June 1 to become superintendent of the new Beth Israel Hospital in that city.

OTTO G. WISMER resigned as director Legal Aid Bureau of the Detroit Bar Association, to become associated with Bankers Trust Co. of Detroit.

Marriages

RAY EVERETT, director of division of public information, American Social Hygiene Association, and Frances J. Ruggles, Auburn, Me., were recently married.

ZONA GALE was married on June 12 at Portage, Wis., to William L. Breese, a hosiery manufacturer of that place.

Deaths

DR. BIRD T. BALDWIN, director of the Iowa Child Welfare Research Station and research professor in educational psychology at the University of Iowa, died on May 12, after a few days of illness.

ALICE M. BRICE, supervisor of state nurses for western Penna., died recently.

EVA MAE GIBBS, who for years has been overseer of the poor for Cerro Gordo County, Iowa, with offices in Mason City, died in May, after a brief illness. She was succeeded temporarily by Mrs. M. M. Blaise, who for two years has been acting secretary for the Mason City Social Welfare League.

MRS. JOSEPH W. LEWIS, president of St. Louis Hospital Social Service, died on June 5.

BLANCHE E. WEIGLE, superintendent of Nurses at Mont Alto Sanatorium, Pa., died recently.

BACK NUMBERS WANTED

If you have no further need for your Surveys of the following dates, will you be good enough to return them for our use?

1926
November 1
October 1, 15

1927
May 1
June 1
July 1, 15
October 15

1928
April 1

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WORKERS WANTED

The Irene Kaufmann Settlement, Pittsburgh, Pa., desires an experienced man as assistant to the Director. Resident position. Open about October 1.

WANTED: Experienced woman to handle work and classes in large Settlement, not in New York City, having dramatics and vocational arts activities. Resident position. Open October 1. 6113 SURVEY.

WANTED: 2 Case Workers for Assistant County Secretaryships in eastern Pennsylvania Counties. Salary $1800. Apply County Agency Department, Children's Aid Society of Pennsylvania, 311 S. Juniper St., Philadelphia.

WANTED: Experienced woman as Resident Director for Community Center; give details, salary, training, etc. Address Mrs. Raphael Levy, Sec., 3005 Monument Ave., Richmond, Va.

WANTED: Secretary and stenographer, pleasing personality, cultured. Age 25 to 35 years. Social work. 6154 SURVEY.

WANTED: A man between 30 and 40 years of age to take charge of an organization in a midwest city of 400,000 population doing family relief and constructive work on a scientific basis. Must have executive ability and experience. Give experience and qualifications. Address 6133 SURVEY.

MEN WANTED

MEN interested in advancing in the field of institution and social work are wanted as students in The National Training School for Institution Executives and Other Workers. See classified Ad on Page 447.

WORKERS WANTED

WANTED by the Brooklyn Jewish Social Service Bureau, 285 Schermerhorn Street, Brooklyn, a well equipped young man for case work with problem and delinquent boys. Training and experience preferred, but not absolutely necessary. Position available in October. Write qualifications.

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WOMAN: Capable executive, experienced, for Director of Social Service Department of a Jewish Hospital in a very large eastern city. Hospital now undergoing considerable expansion program. Write fully, stating age, education, training, experience. 6158 SURVEY.

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SITUATIONS WANTED

CHILD PSYCHOLOGIST, (young woman), with Doctor's degree, desires a research, executive or advisory position with social service or educational organization. Specialist in pre-school field, nursery school and parental education. Has been school psychologist and had extensive research experience. Author of several scientific articles. Excellent references. 6153 SURVEY.

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WOMAN, desires position in New York City or environs. College and School of Philanthropy graduate, twelve years experience in delinquency, medical and psychiatric service, district secretary charity organization. 6150 SURVEY.

CASE WORKER desires change. Certificate from Social Work School. Four years experience, family and children. 6151 SURVEY.

EXPERIENCED WORKER, familiar with child caring institution and settlement details. Exceptional background. 6148 SURVEY.

WOMAN EXECUTIVE; 9 years experience in supervision of American and foreign staff. Background of educational, business and social-work. Available now. 6149 SURVEY.

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